

Lawson likely to cut top tax rate to 50%

Reforms would benefit earners above £25,000

By Rodney Lord, Economics Editor

Big cuts in the tax bills of people earning more than £25,000 a year are likely to be announced in the next Budget as a result of tax reform studies starting now in the Treasury and the Inland Revenue.

The top rate of tax is likely to come down to 50 per cent or less from its current level of 60 per cent.

Higher rate taxation will start at a higher salary level and is likely to go up in fewer steps than the current complex system which moves in 5p gradations.

There may also be a big concession to women who have investment income.

The Prime Minister and Mr Nigel Lawson, the Chancellor of the Exchequer, are determined to use the authority imparted by their huge win in the election to make what they believe are necessary but difficult reforms in the first year or two of the new Parliament.

Tax reform in the United States, which has cut its top rate to 28 per cent, is thought to remove many of the political difficulties of cutting tax in the UK. It is felt that cuts in Britain are needed to avoid a brain drain of the highly paid and mobile.

The big winners will be those who have lost out because the Government has not indexed higher rate thresholds in line with inflation in recent years.

Tax rates jump from 27 per cent to 40 per cent when taxable earnings reach £17,900 and rise sharply and erratically to 60 per cent when the post-allowance income reaches £41,200.

Since 1979, the real value of the threshold at which 40 per cent becomes payable has gone up by 13 per cent compared to 22 per cent for the basic rate threshold.

In the last two budgets, the real value of the higher rate thresholds has been allowed to fall.

At present the gap between the basic rate of 27p and the first higher rate of 40p is larger than it has ever been in recent years and much wider than the 5p steps in the five higher rates.

In designing a new system Mr Lawson will be constrained by the need to avoid handing disproportionate gains to taxpayers on any particular part of the income scale.

Mr Lawson may also remedy a long-standing grievance of women taxpayers with investment income. At present a wife's investment income, unlike earned income, has to be aggregated

with her husband's and cannot be taxed separately.

For women with enough investment income to benefit from a separate scale of tax rates it is therefore more tax efficient to live in sin.

In this year's Budget Mr Lawson dropped his scheme for replacing the married man's tax allowance by a system of single transferable allowances because it did not command a sufficient measure of support.

But he is pledged to see if it is possible to construct a halfway house between the present system and the reforms set out in the Green Paper. Separate taxation of investment income could form part of this.

Another option for the Chancellor will be to combine a cut in the higher rates with the withdrawal of some of the reliefs on higher incomes as President Reagan did in the US. The two biggest reliefs are on mortgage interest and pension contributions.

Mortgage interest relief could be restricted to the basic rate — perhaps in conjunction with an increase in the present £30,000 ceiling — but is unlikely to be abolished altogether.

Changes affecting pensions could be made either to relief on contributions or on withdrawal where pension fund members enjoy the option of a tax-free lump sum. On balance these changes are thought to be unlikely.

The last reduction in the top rate of income tax, from 83 per cent to 60 per cent, came in Sir Geoffrey Howe's first Budget after Mrs Thatcher became Prime Minister in 1979.

The last reduction in the top rate of income tax, from 83 per cent to 60 per cent, came in Sir Geoffrey Howe's first Budget after Mrs Thatcher became Prime Minister in 1979. In the first Budget of the last Parliament Mr Lawson took the opportunity to abolish the Investment Income Surcharge.

BAA spends £8m on persuading Sid

By Edward Townsend, Industrial Correspondent

The Government is spending almost £8 million advertising and promoting the privatization of Britain's airports, including Heathrow and Gatwick, in a post-election sale expected to raise about £1 billion.

Ministers are hoping that the sale of BAA, formerly the British Airports Authority, which yesterday announced 1986-87 profits of £124 million, will be a big success for its "wider share ownership" programme.

More than half the shares in BAA are expected to be allocated to the small investor.

The flotation, the first privatization to take place under Mrs Thatcher's third term of government, has already attracted considerable interest.

The BAA share information service is believed to have received more than 250,000 inquiries — enough to guarantee success even before the shares are offered for sale. Sir Norman Payne, BAA's chairman, said yesterday that the number of inquiries was "adequate" to ensure the sale would go well.

With the more difficult sales of the electricity and water utilities among the next candidates, the Government clearly is keen to restart the privatization programme with a big success.

BAA will be the first national, privately-owned airport company in the world.

The BAA pathfinder prospectus is to be published next Monday, and trading in the shares is expected to begin by the end of July.

The sale completes the three-cornered privatization of the British air industry, begun with British Airways and followed by Rolls-Royce.

After privatization BAA's passenger revenues will be subject to a government-agreed formula of inflation minus 1 per cent. Sir Norman's plans for increasing profits include the development of spare land around BAA's seven airports.

Plans include the building of hotels for travellers and fitness centres for airport employees, as well as expanding the range of services.

Profits lifted, page 25

Some real Dooks join a right royal pantomime

By Alan Hamilton

Princess Anne, the Princess Royal, assumed the role of a sternly competitive gym mistress. The Duchess of York, despite a throat infection and a falling voice, preferred the approach of a Texas football cheer-leader.

Prince Edward, in a floppy yellow hat, looked like one of Shakespeare's lesser jesters, while the Duke of York grinned endlessly in Lincoln Greek like Robin Hood after one of his better robberies.

The Royal Family's well-known love of pantomime was taken to new heights of carefully controlled silliness yesterday when four of its members led teams in a charity edition of *It's a Knockout* filmed at Alton Towers in Staffordshire.

Protocol forbade their Royal Highnesses from taking full part in the contrived knockabout and restricted them to the role of tacticians. Their dirty work was done for them by an army of showbusiness celebrities and eminent sports persons.

The event was masterminded by Prince Edward, who conceived the scheme to raise £1 million for charities named by himself and the other royal participants. Two thousand people had paid £11 a ticket, and had raided fancy-dress shops for medieval costume, for a seat in the arena.

Several people claiming to be Henry VIII were stopped and searched at the gates when metal detectors found cameras and lenses concealed in the doublets and cod pieces. As the

Gang of Four meet for election inquest



Dr David Owen, Mr Roy Jenkins, Mr Bill Rodgers, and Mrs Shirley Williams arriving for a meeting of the SDP's national committee yesterday.

Six ministers sacked as Tories target cities

By Richard Evans, Political Correspondent

Six middle-ranking ministers were dismissed by the Prime Minister last night as Mrs Margaret Thatcher put the finishing touches to her new Government line-up.

The large-scale shake-out, which included the surprise exit of Mr Geoffrey Pattie, Minister for Information Technology, who had been tipped for promotion to the Cabinet, enabled Mrs Thatcher to carry out a wide-ranging reshuffle of her ministerial pack and promote some of the rising stars in her administration to tackle key jobs, including the growing crime rate and the derelict inner cities.

Mr John Patten, one of the most eloquent ministers who had been tipped for housing, transfers to the Home Office, where he will be responsible for law and order.

Mr Patten's place at the Department of the Environment is taken by Mr Michael Howard, who has quickly risen to prominence in the Commons since being elected in 1983 and in the last

Parliament was in charge of City regulation and fraud. His new job as Minister of Housing will be crucial as the Government attempts to deal with problems of the inner cities.

Mr David Mellor, who made his name spearheading the drive against bad drugs and is one of the Government's most accomplished performers on television and radio, moves to the Foreign Office as a Minister of State. The transfer, which will be seen as a promotion, is recognition of the successful way he tackled the drugs problem.

Mr Tim Renton, formerly at the Foreign Office, has been moved to the Home Office, where he takes on the sensitive post of dealing with all immigration matters.

Apart from the dismissal of Mr Pattie, other junior ministers who will start the new Parliament on the back benches include Mr Dick Tracey, who has been Sports Minister for 21 months. He is replaced by Mr Colin Moyalhan, the best qualified MP ever to hold the post. Apart

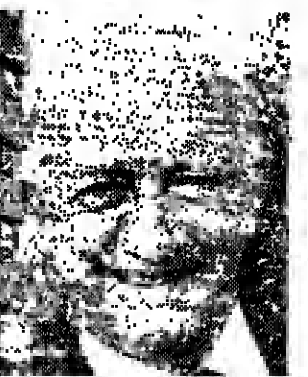
from coxing in Britain's Olympic rowing team, he also gained a university blue at boxing.

The other victims in last night's reshuffle were: Mr Alastair Goodlad, from the Department of Energy and Dr Rhodes Boyson, Minister for Local Government, Lord Lucas of Chilworth, and Mr Alick Buchanan-Smith of the Department of Energy.

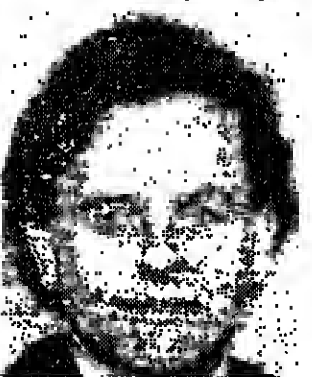
Three others who asked, for personal reasons, not to stay on were Baroness Young, Mr Giles Shaw, and Mr George Walden. Newcomers to Mrs Thatcher's team include Mr Francis Maude, who entered the Commons in 1983 and was in the whip's office prior to the general election. He will be in charge of all matters affecting the City to the Department of Trade and Industry.

Also joining the DIT line-up is Mr Robert Atkins, who was Parliamentary Private Secretary to Lord Young, the new department Secretary of State. Mrs Marion Roe enters the Government as an Under-Secretary of State in the Department of the Environment.

In the other changes, Mr David Trippier, formerly in charge of promoting small industries at the Department of Employment, goes to the Department of the Environment, while Mr John Stanley, Minister for the Armed Forces is switched to the Northern Ireland Office. He takes the place of Mr Nicholas Scott, one of the longest serving Northern Ireland ministers, who has been transferred to the Department of Health and Social Security.



Mr Patten: had been tipped for promotion to Cabinet.



Mr Mellor: now responsible for law and order.

Sterling plunges by 2.38 cents

By David Smith, Economics Correspondent

The pound fell sharply yesterday, as the expected flood of foreign money into London after the election failed to appear. Government stocks were also hit.

Sterling fell by 2.38 cents to \$1.6310. It also lost ground against other currencies and City analysts do not now expect an early reduction in base rates. But shares continued to celebrate.

The Base-based Bank for International Settlements, in a gloomy assessment of world economic prospects, said that the outlook was "less auspicious" than a year ago.

Sterling tumbles, page 25

Catholics in fresh Seoul confrontation

Seoul (Reuters) — More than 10,000 Catholics confronted riot police outside Seoul cathedral yesterday demanding free elections just hours after a five-day police siege of the church ended peacefully.

Elsewhere in Seoul and in the provinces, tens of thousands of protesters demonstrated against President Chun Doo Hwan's regime. They voiced their support for the 200 students who earlier accepted official pledges of safe conduct and walked out of the cathedral, in which they had sheltered for five days.

Undaunted by torrential rain, a crowd of about 10,000 stood outside the cathedral during a special Mass for

democracy celebrated by the country's Catholic Primate, Cardinal Kim Sou Hwan.

Lines of riot police tried to push them back, but protesters kicked and beat them with umbrellas, shouting slogans such as "Down with dictators" and "Let's fight for democracy."

The new wave of political violence dashed hopes that a period of calm would follow the non-violent evacuation of the cathedral.

Some 60,000 students at 45 universities took part in yesterday's protests, police sources said. More than 100 policemen were injured.

Civilian protest, page 8

Owen isolated in merger dispute

By Robin Oakley, Political Editor

Amid bitter exchanges between its leading figures over the future of the SDP/Liberal Alliance, Dr David Owen was yesterday becoming an isolated figure.

And Mr David Steel, far from encouraging speculation about his early departure from the Liberal leadership, threw his hat in the ring as a candidate for leadership of any merged party.

The SDP's national committee met yesterday afternoon but agreed to postpone any serious discussion of a merger for a fortnight. The SDP MPs have, however, agreed to end the system of joint Alliance spokesmen in the Commons adopted before the election. They will in future speak only for the SDP.

At what was described by participants as a tough meeting, there was agreement that the Alliance election campaign had suffered from not having a sharp enough profile and from lack of co-ordination between grassroots and national strategy.

But it was not considered that the dual leadership of the Alliance had made much difference to the election result. Dr Owen himself did not speak on that question.

The Liberal leader will today present his paper on a merger of the Alliance parties to Liberal Party officers and tomorrow to his 17 MPs.

Dr Owen's closest lieutenant, Mr John Cartwright, the

SDP MP for Woolwich, made plain earlier yesterday his anger over what he called Mr Steel's attempt to "railroad" the SDP into a merger. He said: "I'm suspicious of terms apparently being dictated by one side. That is not the basis on which we are going to have a happy and friendly relationship in the future."

Mr Cartwright, whose views are close to those of Dr Owen, complained that marriage pro-



posals were best made quietly and not "with a shotgun" through the national press.

Mr Steel, who is not the "jaded figure" he was after the 1983 election, and who has demonstrated a degree of political ruthlessness in his swift move for closer union of the Alliance parties, denied

Continued on page 2, col 3

IN PART 2

Pakistan hit

Pakistan will be without Tauseef Ahmed and Ramiz Raja for the second Test at Lord's after both were injured during the match against Northamptonshire. Page 44

Portfolio Gold

● The £8,000 prize in The Times Portfolio Gold competition — double the usual amount as there was no winner on Saturday — was won yesterday by Mr William MacCullum, of Nuneaton, Warwickshire. Details, page 3.

● Portfolio list, page 29.

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NEWS SUMMARY

Booby-trap kills ex-UDR man

A former member of the Ulster Defence Regiment was killed by a Provisional IRA booby-trapped car bomb yesterday 11 weeks after leaving the force he had served for 15 years. Mr Nathaniel Cosh, aged 47, is the second person to die in the Belfast area since the Provisionals resumed operations after the general election.

His death happened two hours before Mr Tom King, Secretary of State for Northern Ireland, called for political parties to put past differences behind them, look to the future and open dialogue. Mr Cosh, a Post Office driver from the Crumlin Road area of north Belfast, died instantly.

Union's new line

The Transport and General Workers' Union yesterday promised to develop "new unionism" for the remainder of the century.

But it said it would reject the Government's concept of "business unionism" involving a customer relationship with members. "New unionism today means using modern methods without betraying traditional values."

The union, the largest in Britain, is against the type of single-union deals pioneered by the electricians union.

Deadline for paper

Staff on the left wing Manchester-based *News on Sunday* newspaper may learn today whether it is to fold after only eight issues. More than £7 million, invested mainly by local authority pension funds and trade unions, is at stake.

Confirmation that the newspaper could shut came from Mr Nicholas Horsley, the chairman, who said that without a long-term financial plan to put before today's board meeting, "we will have to fold the paper in the middle of the week".

Boys sent for trial

Three teenagers accused of attacking and robbing Miss Jan Leeming, the former newsreader, were sent for trial at Knightsbridge Crown Court when they appeared at West London Magistrates' Court yesterday.

Conrad Mathurin, aged 19, of White City estate, Shepherd's Bush, west London, and Richard Green, aged 17, of Champlain House, on the same estate, were refused bail. A boy aged 14, also from Shepherd's Bush, was remanded into the care of the social services.

Boy dies in fire

A teenager died in a blazing children's home yesterday after staff and police officers who tried to rescue him were beaten back by flames and dense smoke.

Seven young people, aged between 15 and 18, were led to safety from Aldersley House at Tettenhall, Wolverhampton, but Dean Whallin, aged 17, was trapped.

The fire broke out in the television lounge of the two-storey building early yesterday morning and at one stage flames were 20ft high. Police are investigating the cause.

£1m case is settled

A libel action by Mr George Bobolas, the Greek businessman, against *The Economist*, which has run up costs of £1 million, was yesterday settled in the High Court.

Each side will probably pay its own legal costs for the nine-week hearing.

Both parties apologized and unreservedly withdrew their allegations. For *The Economist* that Mr Bobolas's *To Ethnos* newspaper was a "slave of Moscow", and for Mr Bobolas that *The Economist Foreign Report* was controlled by the CIA.

'Legal profession in danger of becoming a trade union'

Hailsham's parting shot on legal aid

By Frances Gibb
Legal Affairs
Correspondent

The legal profession is in danger of becoming a trade union and ceasing to be a profession at all, Lord Hailsham of St Marylebone, the retiring Lord Chancellor, said yesterday.

In an interview with *The Times*, the day after his resignation as the longest-serving Lord Chancellor in this century, he said that the cause was the legal aid scheme.

"The legal profession must realize its primary duty is to provide a service to the client and the public. It's got to

recognize it is a profession like doctors, teachers, architects and lawyers: not a trade union like Scargill and the miners."

Last year Lord Hailsham found himself the target of unprecedented legal proceedings by the Bar and the Law Society over the setting of legal aid rates of pay.

It was a time when, Lord Hailsham now admits, he thought he would be forced to resign, although he had no intention of doing so voluntarily.

The court judgement might have been such that his reputation would have been at stake; and he would have felt

it necessary to resign or others might have wanted to move him, he said.

In the end the legal action forced a settlement, which Lord Hailsham says, gained the profession nothing, rather it "lost them three months".

With the episode still rattling him he predicts there will have to be reforms, as set out in the recent White Paper on legal aid, to increase government control over legal aid rates of pay.

"Neither the Bar nor the solicitors are prepared to accept they are not the only pebble on the beach; in considering their claims one

must have regard to what other claims are being made on the public purse."

But the dispute was only one blot on a long career in which he held office three times, from 1970 under Mr Edward Heath and then for two terms under Mrs Margaret Thatcher.

Of the huge array of reforms he has overseen, he picks out the 1971 Courts Act, which created the present court system in place of the assizes and quarter sessions.

More recently there have been reforms to family and divorce law; these changed the way financial arrangements

are worked out after divorce; brought in new measures for tackling child abduction and gave illegitimate children legal rights.

A next task, which he is sorry not to see in, will be some kind of family court.

He would also have liked, he says, to have done more to reform the criminal law, the state of which he finds "very depressing".

"The delays and anomalies and anachronisms are enormous; but there were so many sacred cows, and so many dinosaurs and terradactyls which are purely vegetarian in character."

He plans some writing, he is working on a book on Macmillan, and hopes to be asked (by his successor Sir Michael Havers, QC) to sit on some cases in the House of Lords. Above all, he has a second wife, his former secretary Deirdre, whom he married last year. "A man living alone with nothing but memories, with his children grown up (he has five), is rather desolate."

Now it is a question of getting used to the changed lifestyle. He will miss the official car. "There's nothing more disconcerting than moving out of public office into private life."

Owen isolated in exchanges over merger

Continued from page 1

that he was trying to bounce the SDP into a merger by issuing to their national committee his memorandum calling for "democratic fusion" of the SDP and the Liberals.

But he refused to rule himself out as a candidate for leadership of any merged party. Meanwhile, the calls for a merger were being supported by all three of Dr Owen's colleagues in the original SDP Gang of Four — Mr Roy Jenkins, Mr Bill Rodgers and Mrs Shirley Williams.

Mr Rodgers, an SDP vice-president, called on LBC radio yesterday for "union" with the Liberals and said that the SDP had not been launched as a vehicle for any of its leaders personally.

Speaking on BBC Radio 4's *Today* programme, Mr Cartwright said that the Alliance should not have let a head of steam build up over the merger issue. It should have been discussed calmly and quietly over a period.

Echoing words often used by Dr Owen, he said: "We have spent six years building up the SDP. Some of us are fiercely proud of what we have built."

"We are willing to discuss a closer working relationship with the Liberals. If our party membership wants merger then we're prepared to accept that as well, but you don't

throw away six years hard work in a couple of days."

On the same programme, Mr Steel denied that he had been bouncing the SDP, blaming the need for him to act quickly on the SDP calling their national committee meeting yesterday and on weekend comments by figures in both parties. "There comes a point where a political leader is expected to lead."

The Liberal leader, who has long envied Dr Owen for the tighter discipline of the SDP, said that he had used the expression, "democratic fusion", to show that he believed in taking the best elements of both constitutions and as a counter to some Liberals who were in a somewhat "triumphalist" mood in their attitude to the SDP.

On the question of the leadership, Mr Steel said that he was not prepared to contemplate his own future until the institutional matters were sorted out. "Everybody should feel free to be possible candidates for the leadership if there is a fused organization."

Members of both parties felt last night that Mr Steel had been astute in making his early move, highlighting Dr Owen's distaste for a merger and therefore making it less likely that Dr Owen would be elected leader of a fused party if he were persuaded to stand.



Glorious sunshine greeted the new dawn in Mr Cecil Parkinson's political career yesterday when he returned to government in his new post as Secretary of State for Energy, complete with chauffeur, official car and ministerial box (Photograph: Tim Bishop).

Young to move fast over cities

Lord Young of Grafton, Secretary of State for Trade and Industry, moved swiftly yesterday to say the Government would cut corners to revitalize the inner cities.

He said it would work happily with those Labour councils extending a welcoming hand. But where others sought to "set up their own separate economic systems" he made plain that the Government would use urban development corporations.

Ministers have been discussing plans to extend the powers of those bodies to take over housing and planning.

On BBC Radio 4's *Today* programme, he said enterprise had to be restored in inner cities.

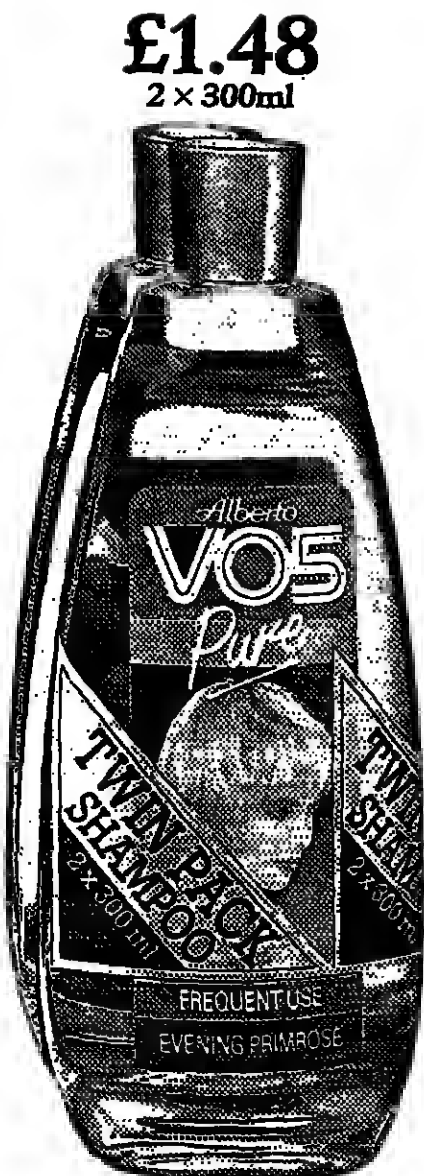
Luxembourg calls
Mr John MacGregor, Minister of Agriculture, was in Luxembourg for complex talks on EEC farm prices yesterday. Only 48 hours after his appointment.

But Mr MacGregor, aged 50, who won considerable respect during his two years at the ministry from 1983, is likely to prove an adept negotiator.

He has experience in academic life, journalism, and, most recently, at the Treasury.

The National Farmers' Union, which passed a vote of no confidence in Mr Michael Jopling, his predecessor, welcomed the appointment. Defeated Tories speak out, page 14

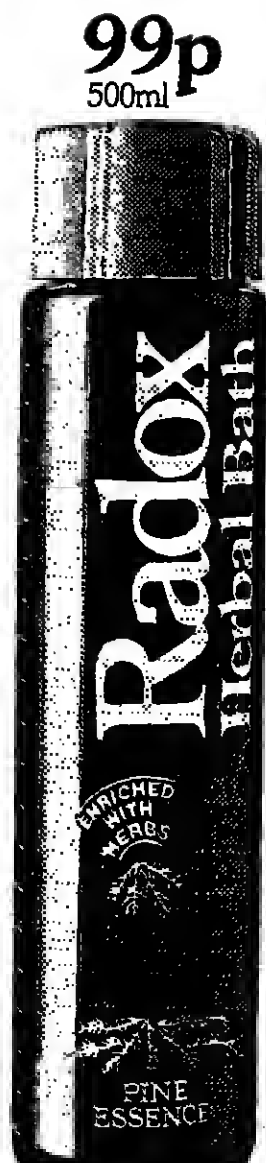
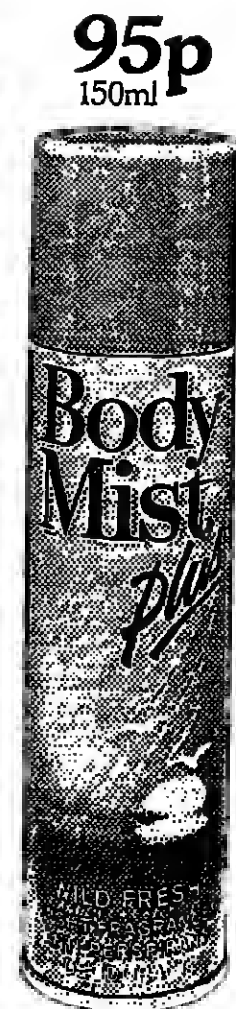
Sainsbury's plug bathroom prices.



Sainsbury's Shower Gel 200ml	68p	59p
Head and Shoulders Shampoo 150ml		94p
Imperial Leather Toilet Soap 3 x 125g	59p	
Camay Soap 4 x 125g	66p	
Soft & Gentle Anti-perspirant 210g	95p	85p
Palmolive Foam Bath 500ml		89p



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(plus 1 free)



Home Office may challenge asylum granted to Dikko

By David Sapsted

The Home Office was last night considering whether to appeal against an immigration adjudicator's decision to grant political asylum to Mr Umaru Dikko, the former Nigerian transport minister.

Mr Dikko was rescued at Stansted airport by British police in 1984 after being kidnapped and put in a packing crate destined for Nigeria.

Yesterday's ruling by Mr Mark Patey, the chief adjudicator, overturned a decision made in 1985 by Mr Leon Brittan, the then home secretary, that Mr Dikko should be sent back to Nigeria to face charges concerning an alleged fraud relating to his time in office and involving millions of pounds.

Last month, Mr Dikko appealed against the decision, saying his life would be in danger if he returned to his homeland.

Mr Patey ruled yesterday that the former minister had "well-founded fears of persecution" and that the Nigerian regime regarded Mr Dikko as a threat to stability.

He also decided that the regime was "deeply implicated" in the plot to kidnap Mr Dikko.

Mr Patey said that Mr Dikko should be granted political asylum until the end

of the year, or until the end of extradition proceedings started by Nigeria.

"The evidence provided by extracts from newspapers circulating in Nigeria shows that the appellant was considered, rightly or wrongly, by the Buhari government as being behind the plot to overthrow him", Mr Patey said.

"I find that the appellant would have had a well-founded fear of persecution on the ground of his political opinions had he been required to return to Nigeria in June 1985."

The Home Office is studying the legal dilemma posed by the case because people who are given political asylum are not considered to be extraditable.

The Fugitive Offenders Act rules that people cannot be extradited if they would face persecution on their return and if political asylum is granted to someone, it is on the assumption that they would face persecution.

Also, any trial of Mr Dikko before a military tribunal would not conform to internationally accepted standards of justice.

Any appeal by the Home Office will have to be lodged within 14 days. A spokesman said yesterday that such a course was being considered.

Mr George Dove-Edwin, Nigeria's High Commissioner in London, said last night that Mr Dikko's suggestions that he would be tortured and shot if he were sent home were "fantastic".

"Why should Mr Dikko be made a martyr? He is a spent force but there are charges against him and we would like him to face those charges and clear his name."

The Nigerian government would be taking further steps to secure the former minister's extradition but "it would not be a great disaster for us" if these failed.



Mr Umaru Dikko: well-founded fear of persecution.

Executives leave in BBC shake-up

By Gavin Bell

Two senior executives are to leave the BBC as part of a top-level reshuffle partly caused by the appointment of Mr Michael Checkland as Director General this year.

The corporation confirmed yesterday that Mr Alan Protheroe, assistant director general, and Mr Brian Wenham, managing director of BBC Radio, would be leaving in August.

Mr Checkland paid tribute to both executives and said Mr Protheroe's departure was "a matter of regret to me and my colleagues".

Mr Protheroe, aged 53, said he was grateful for having had the opportunity to direct BBC journalism and to encourage the corporation's development during 30 years' service.

Mr Wenham, whose resignation had already been announced, said it was "an amicable parting of the ways" after an enjoyable 18-year career.

Behind the mutual compliments, however, it was clear the changes resulted from a power struggle after the enforced resignation of Mr Alasdair Milne as Director General last January.

Since then, there has been pressure on a third senior figure in the BBC "old guard" - Mr Bill Cotton, managing director of BBC Television - to leave. He is said to be deeply disturbed by the power struggle but there was no immediate word on his future yesterday.

Mr Cotton, aged 59, presently has an extended contract which would take him beyond 60, the normal BBC retiring age.

The reshuffle effectively elevates Mr Michael Grade, the director of programmes, to number three in the hierarchy behind Mr Checkland and his deputy, Mr John Birt, former director of programmes at London Weekend Television.

Mr Protheroe bore the brunt of criticism over the corporation's handling of the *Real Lives* and *Secret Society* controversies, and his responsibilities had been eroded with the recent appointment of Mr Birt.

Mr Wenham, who has been in his current post for less than a year, had been thwarted in his ambition to succeed Mr Milne as Director-General. He is expected to be replaced by Mr David Hatch, controller of BBC Radio 4.

Man 'left like zombie' after brain treatment

A brilliant student left "like a zombie" by a hospital blunder claimed damages in the High Court yesterday.

Samir Mahmoud Aboul-Hosn, aged 23, was considered to be the most gifted of four brothers from an intellectual Lebanese family when he went into hospital at the age of 18 to have a cyst removed from his brain, the court was told.

The operation, in September 1982, was a success, but a build-up of pressure to the brain was incorrectly treated during after-care at the Italian Hospital, Queen's Square, Bloomsbury. Mr Alan

Rawley, QC, for Mr Aboul-Hosn, said.

The court was shown a film of Mr Aboul-Hosn with his parents at their home in Hangleton Road, Hove, East Sussex.

Mr Aboul-Hosn seeks damages from the trustees of the hospital; Mr David Grant, consultant neurosurgeon; Mr Peter Crawford, senior registrar; and Mr Zuhair Nouri, registrar.

Liability was not in issue but the amount of damages is contested. The hearing continues today.

PC denies he kicked man who died

A policeman yesterday denied kicking a man during an arrest five hours before the man died in a police cell.

Police Constable Jackie Harris told a jury at Cardiff Crown Court that he had not kicked or knelt Mr Philip Howard, aged 29, an unemployed labourer.

PC Harris, aged 37, also told the court his colleague PC Stephen Riddick had not knelt the prisoner.

PC Harris and PC Riddick, aged 24, both stationed at Ferndale in Mid-Glamorgan deny the manslaughter of Mr Howard.

PC Harris said there was a lot of noise during the struggle outside Mr Howard's house in Tylorstown, Mid-Glamorgan but he had not heard the prisoner moan.

When they arrived Mr Howard said: "If you're going to take me, take this" before allegedly punching PC Riddick in the face. He grabbed the man to stop a second blow and then all three ended up on the floor.

They restrained the struggling prisoner on the pavement until his hands were handcuffed. Then he was driven to the police station.

The court has heard that Mr Howard died in a cell after suffering internal bleeding. The case continues today.

Book now to mark a 150th birthday

By Ruth Gledhill

The birth announcement in *The Times* in July 1937 says: "On the 1st inst., the lady of J. Barrow Montefiore, Esq, of Brunswick-square, of a daughter".

Archivists today are trying to find any direct descendants of that girl, one of 10 daughters and four sons born to Joseph Barrow Montefiore who later emigrated to Australia.

She was one of the first babies after the official Registration Service was established on July 1, 1837.

Any grandchild of hers still alive will be invited to a reception at the House of Lords next month to celebrate the anniversary of the office, in St Katherine's House, London WC2.

In advertisements in *The Times* yesterday and today, the Registrar General is asking anyone whose father, mother or grandparents were among the 1,000 people born on that date to come forward so they can join in the 150th anniversary celebrations. People whose direct descendants were married or died on that date will also be included.

Until the new registration service began, births, marriages and deaths were recorded through the parochial registers of the Church of England under regulations introduced by Henry VIII in the sixteenth century.

A false statement to the registry once resulted in seven years' hard labour, or transportation. Today it can mean a mere £1,000 fine.

The early years of the service brought life-saving results as well as frauds.

Shortly after it started, London suffered three severe cholera outbreaks. Dr William Farr, London's compiler of abstracts, used the new statistics to track down the waterpump in London responsible for the epidemic.

A few years later, five

registers were dismissed for not keeping to the regulations. Their wages, which were based on the number of registrations, meant that quiet country areas suddenly showed enormous and inexplicable increases in the birth rate.

Mrs Terry Banks, the first woman and thirteenth Registrar General, said the service, which is still largely manual and employs 2,000 people compared with about 30 in 1937, would increasingly use new technology.

It merged with the Government's Social Survey Department in 1970 to form today's Office of Population Censuses and Surveys.

Prince a knockout at charity show



Prince Edward putting his back into his job of hosting an "It's a Knockout" charity contest at Alton Towers, the leisure park in Staffordshire, yesterday. Also taking part were the Duke and Duchess of York (Photographs: Nigel Iskander).

NHS drug costs

By Rodney Lord, Economics Editor

Northerners spend more on medicines

New figures on National Health Service costs show big differences on spending on drugs in different areas of the country.

Spending by GPs in the highest cost area in the country, North Tyneside, is well over half as high again per head of population as in the lowest cost area, Greenwich and Bexley in south London.

In 1985-86, GPs in North Tyneside prescribed drugs worth an average of £41.85 for every man, woman and child.

The figures come from data to be published shortly by the Healthcare Financial Management Association, a recently formed joint association of NHS treasurers and accountants.

The association has asked all the 90 family practitioner committees which co-ordinate local GP practices to provide information on their costs.

Northerners are in general higher drug takers than southerners. Of the country's 14 health service regions the three highest cost in descending order are the northern, north-western and Mersey regions.

Lowest cost is the Oxford region, followed by the four Thames regions covering London and the Home Counties.

Mr John Catterall, head of health services for the Chartered Institute of Public Finance and Accountancy, said yesterday that there were many possible reasons for the differences in spending between the different areas.

"An above-average proportion of elderly and very elderly people would tend to increase the need for drugs. Areas with some kinds of heavy industry may also give rise to particular medical problems."

Different patterns of treatment may help to keep costs lower in London. "It is well known that in London people needing medical help are often treated in the emergency departments of hospitals who in other parts of the country would be treated by GPs", Mr Catterall said.

That may be partly because people in London tend to live closer to a hospital.

Chemists alerted to fake prescriptions

By Jill Sherman
Social Services
Correspondent

London hut chemists fear that the practice might spread to other cities.

The fake prescriptions have been mainly confined to high cost anti-asthmatic drugs such as Ventolin and Becotide and drugs for peptic ulcers such as Tagamet and Zantac.

They have not included controlled drugs such as morphine and cocaine which are usually associated with forged prescriptions.

Police in Harrow, north-west London are investigating 40 alleged forgeries detected in Brent and Harrow. The forgers have stamped local doctors' names and addresses on fake forms, using slightly thicker paper than the normal FP10s.

They have also closely copied the doctors' signatures.

The Pharmaceutical Service's Negotiating Committee has written to 10,500 chemists throughout the country warning them to watch out for potential forgers.

Mr Alan Smith, chief executive of the committee said: "We believe there could be a large number of high quality forged prescription forms. It must be the work of organized crime."

Portfolio Gold Winner to learn how to drive

Mr William MacCallum was the only Portfolio Gold winner yesterday, and he also received a bonus £4,000 prize because there was no claimant on Saturday.

Mr MacCallum, aged 43, is unemployed, so the £8,000 will be particularly welcome.

He lives with his wife Jane and their two young sons, James and Daniel, in Camp Hill, Nuneaton, Warwickshire.

"We'll definitely have a holiday and I'll have some driving lessons, and then we'll decorate the house", Mr MacCallum said.

He has been a reader of *The Times* for four years and describes himself as an "avid Portfolio player" since it began.

Readers can obtain a Portfolio Gold card by sending a stamped addressed envelope to: Portfolio Gold, The Times, Blackburn, BB1 6AJ.

Cosh men are both remanded

A man arrested carrying a CS gas canister and a cosh at the Trooping the Colour on Saturday told Bow Street Magistrates' Court in central London yesterday that he had not originally intended to go to the ceremony.

Glenn Edwards, aged 27, of no fixed address, said: "We were just passing by and had no intention of going to the Trooping the Colour".

He pleaded guilty to possessing offensive weapons and was remanded for reports until July 6.

The court was told that Edwards was arrested after plain-clothes officers overheard a conversation and became concerned.

George Dalton, aged 22, of Tamworth, Staffordshire, faced similar charges and was remanded until June 22.

Cellist divorce

Julian Lloyd Webber, the cellist, yesterday blamed his love of music for the break-up of his 13-year marriage. He and his wife, Celia, both aged 36, have filed for divorce.

Anyone who thinks they can't afford a Cellphone should cut this one out.

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British TELECOM

Engine success puts Rolls-Royce ahead in the satellite race

By Harvey Elliott, Air Correspondent

The battle to design a European satellite-launching space-ship swung in Britain's favour last night as Rolls-Royce announced success with a revolutionary engine which could power the craft.

It was the news British Aerospace and backers of the project — known as Hotol — had been waiting for and is certain to trigger a new round of international competition for funds to build the vehicle.

For the past 18 months, teams of Rolls-Royce engineers based at Bristol and at Ansty, near Coventry, have been working on preliminary designs for the engine which behaves like a normal jet at low levels and then switches to liquid oxygen to put the spaceplane into orbit.

At the same time, British Aerospace designers have produced outline plans for a craft which would achieve horizontal take off and landing (hence the name Hotol) in the manner of a conventional aircraft and yet be able to put satellites into low Earth orbit.

The two companies, together with the Department of Trade and Industry, had invested a total of just £3 million in the basic design work. Now they will have to convince someone, probably the European Space Agency, to

put up another £7 billion to develop the concept.

They believe their design would leapfrog anything now operating in space and, because it would be completely re-usable, would slash the cost of launching a satellite to one-fifth of the amount now charged by the American Shuttle.

But in France they are determined to press ahead with Hermes, a smaller version of the Shuttle which would be launched on an Ariane rocket.

Their design, they say, is simpler to build, has far fewer technical risks and would employ scientific expertise throughout Europe including Britain.

Another rival design, somewhere between the two, is the German Saenger, a hyper-sonic jet which would "piggy back" a rocket-powered vehicle entering space.

All three designs are part of a world-wide move to win a share of the huge market in space launches predicted for the early part of the next century.

Rolls-Royce's engine, the RB 545, was based on a novel, untried concept and it therefore found few immediate financial backers.

But the Government, which

saw several potential military applications for such a space vehicle, decided to push its virtues at ministerial meetings throughout Europe and the United States. Until now, it was not certain that the new concept would work.

But confirmation came yesterday from Mr Stewart Miller, director of corporate engineering at Rolls-Royce, who is also overseeing work on the engine for the proposed new supersonic passenger aircraft to replace Concorde.

He said: "The test programme has produced some exciting and positive results. We have made significant progress in the last 18 months towards confirming the original ideas for such a propulsion system which seized everyone's imagination three years ago."

"The rig testing and project design studies are proceeding to schedule, enabling us currently to define follow-on technology and associated programmes."

Talks have already been held with other European aerospace companies about future co-operation and there is a growing interest in America where the problems with their own Shuttle programme remain largely unresolved.

Cash aid scheme to develop research

By Robert Matthews

University researchers who make commercially viable discoveries are being offered up to £30,000 to bring their ideas to the marketplace.

The "Enterprise Cheque" scheme, launched yesterday, aims to provide the development funding needed for a breakthrough to be exploited.

Britain is still a world leader in invention and new ideas, Mr Allan Speirs of the venture capital company Investors in Industry, known as "3i", which launched the scheme yesterday, said.

"The aim of the Enterprise Cheque is to encourage the commercial development of far more of these potentially valuable ideas, many of which still tend to get locked away in the world of research."

The company will provide the money in return for a stake of between about 10 and 25 per cent in the enterprise.

Mr Geoff Taylor, a director of 3i Ventures, said yesterday that a chief aim of the scheme is to provide the money with as little red tape as possible.

"We have worked hard to make it quick and simple."

The company says that it is looking for evidence that, given the money, the idea will turn into a commercial enterprise well worth investing in. The company is offering in help to set up an independent licence work with advice from the Research Corporation, a sister company of 3i, where a research project is thought by its creators to be ready for commercial exploitation.

The first Enterprise Cheque is to be awarded shortly to a team of biotechnologists, who have developed a diagnostic and therapy kit in the health care field.

Dr Geoff Potter, director of the Biotechnology Directorate of the Government's Science and Engineering Research Council, said yesterday that the council welcomed the initiative.

The scheme, open to any applicant in any field of science and technology, is expected to attract up to 15 projects worthy of funding a year.



Mr Trevor Crowe, aged 27, from near Alnwick, in Northumberland, feeling on top of the world thanks to the hand-painted globes he began making in his garage. Now the business, with orders worth £100,000, occupies two 500 sq ft factory units (Photograph: Doug Hall).

£1m education saving

Head with computer power

By John Clare, Education Correspondent

A headteacher in Cornwall has found a way of saving the county's education department up to £1 million a year, so allowing it to spend more on books and equipment and additional teachers.

The savings are expected to come from an energy-saving computer program devised by Mr David Blackford, head of St Ives Comprehensive for the past 23 years.

He has been so successful at cutting the 700-pupil school's heating costs — they are down by a third in a year — that the council has asked him to apply the same lessons to its 300 other schools. He joins the architects department on a year's secondment in September.

Mr Blackford is an enthusiast. "I have been working on the problem for five years", he said. "The heating control system which all our schools use is hopelessly inefficient. It is just a glorified time-clock connected to a primitive thermostat. It is totally inaccurate and it annoyed me."

"Now, electronics is my hobby. So I installed a computer connected to temperature sensors inside and outside the building. It cost about £10,000."

"I feed in a timetable for each zone of the school together with the required comfort temperatures."

"They vary from 15C in the gym to about 18C in the

classrooms and 19C in the staff room. The computer switches the heating on 10 minutes before occupancy time and switches it off as soon as it knows the temperature can be maintained: that is very important."

"I had to spend six months fine-tuning the thing, looking at it every day after work to see what it had been doing and going in at night to make sure the program was right for the next day."

"That is the secret: making sure you have programmed it properly and that the settings are correct. I saved £3,500 in the first year and there is a lot more to come."

Merger of print unions 'only way'

By Tim Jones

Traditional print unions may merge in order to survive as their defeat in the Wapping dispute forces some reality to dawn on members in other newspaper houses, according to a Fleet Street executive.

They could suffer the same fate as the News International print unions if past malpractices were not ended, according to Mr Steve Oram, personnel director of the Financial Times.

Writing in the latest edition of the *Industrial Relations Journal*, Mr Oram adds: "The reality of Wapping was always on the cards."

"The extent of control of the job enjoyed by chapel (union branch) members, co-ordinated by powerful trade union branches, was never going to be relinquished without fierce resistance and a bitter struggle."

"That power had enabled terms and conditions to be enjoyed, albeit inevitably for a finite period, in some cases at a level of £1,000 a week for doing roughly 25 to 30 hours work."

Mr Oram adds: "Linotype operators earning such money were doing a job that technology had long since made redundant, but chapel power had maintained the unnecessary work for the excessive wages demanded."

Decades of control by chapels had reinforced an attitude of considerable power, making conflict inevitable, Mr Oram argues.

Technology had threatened to displace the role of the main printing craft union, the National Graphical Association, in the composing area leading to the disappearance of its previous sizeable powers.

He says that with the need to maintain or increase membership a merger between the NGA and its rival print union, Sogat '82, is the only possible way they will be able to grow and protect themselves against the "threat or damage caused... by new technology".

Clergy in fear of 'high' pay

By Clifford Longley, Religious Affairs Correspondent

Two knocks were administered to the "Barchester Towers" image of the Church of England's professional ministry yesterday.

One diocese abolished the term clergyman because it was seen as sexist and some clergy, afraid of getting ahead of "the Jones's" next door, were said to feel that they were earning too much.

The complaints about earnings were highlighted yesterday by Sir Douglas Love-lock, the First Church Estates Commissioner.

He said that the latest

increase in pay of around 8 per cent took average stipends up to about £8,000, the equivalent when allowing for free housing to a salary of between £11,000 and £12,000, but some clergy in poorer areas feared they were becoming the best paid people in their parishes.

The other "knock" yesterday came from the Diocese of Ely.

Dr Geoffrey Turner, its spokesman, said: "We now have 17 women ordained as deacons and so our clergy can be either men or women. We

wanted a term which would include all clergy in the diocese. Clergyman is a monstrosity of a term, so we decided upon the term Clerk in Holy Orders."

But while women deacons may be equal in the sight of God and the English language as spoken in Ely they are obviously not in the sight of the Church Commissioners.

The average salary of women deacons is between £6,965 and £7,475 and their free housing is "not up to the standard we provide for incumbents".

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Rented housing 'a priority task for new Government'

By Christopher Warman, Property Correspondent

More investment by the Government in housing, and the provision of decent affordable rented housing, to halt the continuing decline, is being urged by the Institute of Housing.

The message will come from Mr Peter Kegg, president, on the opening day of the institute's conference at Brighton. His uncompromising signal to the four-day-old Government is: "Time has already run out. Tonight 25,000 people, the equivalent of the population of a small town, will be living in bed-and-breakfast accommodation. Most will be suffering the most squalid conditions. This cannot go on."

The institute is calling for more investment in housing, both from the public and private sectors, and emphasizing that private finance must not be seen as the only solution.

"Unless the Government can show that decent affordable rented housing is available to people when they need it, that waiting lists and the number of homeless is falling, then it will have failed."

Mr Kegg emphasizes that halting the housing decline is not only a matter for central government, and calls for a new productive partnership between central and local government.

Urging local authorities to provide a better service, he says: "Look outwards to your consumers and give them the means to get involved in making decisions."

His warning is reflected in a report from the institute published today.

It says that radical changes in attitude and practice need to be undertaken by central and local government to secure the future of public sector housing.

Preparing for Change, an examination of the future of public housing, throws doubt on Conservative plans for rented housing, due to be implemented by the new Government.

It takes issue with the Government, whose policy to give tenants the right to opt out of council management assumes that local authorities can no longer be trusted as landlords, and argues that new rented housing should be provided and managed by private landlords and associations.

The report calls for a national assessment of housing needs, stating that the nation's housing bill is estimated at £75 billion, and says that the Government must provide adequate funding for the repair, improvement and replacement of the current local authority and housing association stock.

Evidence from schemes with a high proportion of private funding indicates that they can only be provided at rents up to 40 per cent higher than present council rents.

Local authorities should play the key strategic role for shaping local housing policies in their areas, and should not be expected to become merely landlords of last resort for those who cannot afford anything else.

Addressing local authorities, the report argues that housing services need to be improved, and rents set at a realistic level to pay for them, while there should be more tenant control over the provision and management of services.

Preparing for Change (Institute of Housing, 9, White Lion Street, London N1 9XJ; £5).

New life call for former hospitals under threat

Hospitals redundant through health policy changes or new buildings should be converted to avoid demolition, Save Britain's Heritage (SAVE) says in a report published yesterday.

The organization highlights the growing threat to hospitals, many of historic and architectural interest.

It names the five Friern Hospital, Friern Barnet, north London, due to close in two years, and the Grade II listed Royal Infirmary, Sheffield, as in danger. Consent to demolish the latter was refused in

1981 but it is being vandalized.

SAVE argues that buildings could be converted to many uses including residential and commercial, or a mixture. The Georgian Salop Royal Infirmary is now flats, while the Royal Holloway Sanatorium, Surrey, is going to be offices.

SAVE also criticizes inappropriate development such as the "disastrous" plans for St George's Hospital, Knightsbridge.

Hospitals: a suitable case for treatment (SAVE, 68, Battersea High Street, London SW11 3HX; £3).

How 75% of used cars fail

By Robin Young

Of 193 secondhand cars inspected by trading standards officers and Department of Transport inspectors, 153 — nearly three in four — were found unfit to be on the road.

Surprise inspections were held at 69 garages with cars on forecourt display in Gwent, Louthian and Barnsley, South Yorkshire. It was found that many had dangerous and life-threatening faults even though most had passed Ministry of Transport tests.

Announcing the results of the survey, Mr Bob Wright, vice-chairman of the Institute of Trading Standards Administration, said: "The results are a damning indictment of the motor trade and will shock and alarm the public."

Mr Wright, director of consumer services in Barnsley, said that trickery was common place. Many garages had attempted to mask faults with paint or filler.

Bald tyres had been recut to make it appear they still had tread. Sub-frames of several Mini cars were falling apart, holes were frequently found, and it was not uncommon to find seatbelt mountings corroded or foot and handbrakes not working.

"Many of these vehicles could put lives at risk", Mr Wright said.

Rates ruling

Mrs Patricia Dunstan, a property negotiator, of Ealing, west London, was yesterday refused permission to challenge in the High Court the legality of the 65 per cent rate rise approved by the Labour-dominated borough council of Ealing.

Children killed

Miss Sandra March, aged 26, was being questioned by police yesterday about the deaths of her two children aged five and three, found strangled at their home in Osca Way, Chelmsford, Essex.

Cellular radio Digital revolution transforms phone

The setting up of a European-wide cellular radio market based on digital technology presents the UK cellular industry with an excellent opportunity to expand its highly-successful home-based market. Robert Matthews concludes his examination of the industry by assessing the UK's prospects for success in Europe.

The future of cellular radio, as with television and hi-fi, lies with digital technology. Unlike today's so-called "analogue" equipment, digital cellular telephones will be compact, relatively inexpensive units giving crystal-clear reception even in crowded urban areas.

And, perhaps most important of all to frustrated cellular radio users, the introduction of digital technology, with its greater capacity, will radically reduce the chances of getting engaged tones.

Both Celfnet and Racal-Vodafone, the rival operators of the now-thriving analogue network, acknowledge that the Department of Trade and Industry has played a key role in ensuring the UK has kept ahead of the rest of the world.

The department has brought the two rivals together with electronics companies GEC and Plessey in a project to set up a prototype digital cellular radio network in London.

Engineers from British Telecom (which, with Securicor, owns Celfnet) demonstrated the world's first digital cellular link in an experiment earlier this year.

There is a very large carrot now dangling before the participants in this trial.

Last month agreement was finally reached on the setting up of a pan-European digital cellular radio network which will encompass 15 countries in Western Europe and Scandinavia when it opens in 1991.

A single technical standard enabling phones built in any one of the countries to work anywhere else has been reached. UK operators say this is due in no small part to

the constant badgering of the reluctant French and West Germans by the department.

The way is now clear for what looks like being a multi-billion pound market for electronic equipment. Up to 5 million cellular phones are expected to be in use by 1995, a tenfold increase.

The UK operators will be chasing the enormous contracts for the building of the transmission infrastructure. Celfnet expects that to be worth between £2 and £3 billion.

On top of that will come the user equipment market, worth hundreds of millions of pounds a year.

Both Celfnet and Racal-Vodafone expect to team up with equipment manufacturers in consortia able to bid for the contracts.

Late last month, two equipment suppliers, Plessey and Racal, joined forces to set up Orbitel Mobile Communications, which aims to supply about 20 per cent of the European market in 1991.

Orbitel is already talking to Ericsson, Siemens and Philips about working together to exploit the pan-European market.

The department's foresight in encouraging private enterprise to get involved in cellular radio back in 1982 should repay the consumer as well as industry, however.

The sheer size of the European market, which the UK is now well-placed to exploit, means equipment costs are bound to fall. By 1995 a digital cellular phone may cost just a few hundred pounds, a fraction of the price of today's relatively unsophisticated analogue telephones.

Concluded.

Hippie convoy

Act used to move on 200

By Howard Foster

New police powers under the Public Order Act were used successfully for the first time yesterday to move 200 hippies in 60 vehicles from their camp site near Stonehenge in Wiltshire.

More than 150 officers from Wiltshire and 400 Ministry of Defence police with a helicopter surrounded the site near Urchfont, Devizes, yesterday as a midday deadline for the departure of the hippies approached.

The "travellers" had spent the weekend there holding a "peace picnic" during their pilgrimage towards Stonehenge for the summer solstice

Tickets to attend the druidical ceremony are limited to 500 but hippie leaders said they still intend to be at Stonehenge this weekend.

Fear of the problems caused to small rural communities by the increasingly large groups of hippies in Wiltshire in the days before the solstice prompted the passing of the Public Order Act, 1986.

The police, who have received complaints from villagers that public services cannot cope with large groups of travellers, can now act against larger numbers of campers, even though they may be staying on public land.

Section 14 of the Act allows senior police officers to lay down conditions on an assembly of 20 or more people in the open air if it is disruptive or if it causes damage.

Yesterday, police in unmarked hired vans followed the hippies to stop them regrouping. No more than six vehicles were allowed to travel in any one convoy.

Mr Alex Rosenberger, a hippie spokesman, said: "We wanted to leave in two groups — those who are walking to Stonehenge and those who are in motor vehicles — but the police would not allow it."



Chief Supt Mike Farbrother displaying some of the knives which have come into the hands of the police in his area of south London (Photograph: John Manning)

Police fear knifing epidemic

Sentences for youths carrying knives on Britain's streets are sometimes lower than those imposed on litter bugs, a senior London policeman said yesterday.

Chief Supt Michael Farbrother, launching an experimental publicity campaign to halt the increasing use of knives, said that if courts and politicians did not act there would be an epidemic.

Mr Farbrother, whose Lam-

beth area in south London includes Brixton, said: "It is common for my officers to come across youngsters carrying the most vicious weapons."

Between 1984 and 1986 muggings rose by 40 per cent but the number involving knives increased by 63 per cent. On average three street offences a day in Lambeth now involve knives.

Mr Farbrother said those trends were being mirrored in other inner city areas both in

London and the provinces.

"Some of the sentences for offensive weapons are derogatory. A £30 fine is quite commonplace and more are just being bound over to keep the peace. People are fined more for dropping litter", he said.

Legislation allowed for a maximum of £200 or three months imprisonment to be imposed by magistrates and £5,000 or five years in the Crown Courts.

Shani Warren case

Police left in maze of false turns and fresh conundrums

By Stewart Tandler, Crime Reporter

A small white notice is pinned to the wall of the incident room at Maidenhead police station where officers are investigating the death of Shani Warren, found floating bound and gagged in a Buckinghamshire lake nine weeks ago.

The notice reads: "Think Area". But the blackboard, once much used, is now blank.

The Thames Valley detectives who yesterday watched Miss Warren's funeral near her parents' home at Clerkenwell Cross, Buckinghamshire, could be forgiven for feeling they have been led into a maze of seemingly false turns and fresh conundrums.

The case is unique. Checks by crime pattern analysis experts at Scotland Yard on other murders or cases have yet to throw up anything elsewhere in the country which remotely matches the death.

Miss Warren, aged 26, was last seen at about 6pm on Good Friday leaving her home at Stoke Poges to take some grass cuttings to her father. Police think she died between 6pm and 9pm.

Her body was found floating in a lake at Taplow near Maidenhead. She was gagged and her hands and legs were bound. There were no signs of struggle, sexual abuse or robbery. Miss Warren's Vauxhall car, with the driving seat in the reclining position and the girl's wristwatch on the floor, was parked in a layby. The cuttings had gone.

The car was found to have a fault so it could have been parked while Miss Warren waited for help.

It took two post-mortem examinations to discover the only sign of possible attack.

There were marks on the girl's throat. In the water near her body, police found a jump lead with a slip knot. Miss Warren could have been rendered unconscious before being dumped in the water. Yet there was no fight.

Det Supt John Childerley said: "I think everyone who has been on the inquiry has felt that no other inquiry has presented so many unanswered questions. No one has seen anything that can help us."

Although police thought at first they might be dealing with a bizarre form of suicide, a full-scale incident room was nonetheless opened. It followed what is now a standard procedure for all police forces laid down in the wake of the mistakes of the Yorkshire Ripper inquiry.

Their £33,000 Auto Index system is the precursor of the new HOLMES (Home Office Large Major Enquiry System) police computer packages which are being introduced across the country.

Auto Index is regarded as a good tool but it is limited compared with the HOLMES system which will hold a wider range of information with better retrieval.

Later this week police will wait with interest to see whether a mention on BBC TV's *Crimewatch* UK programme produces new leads. There may soon come a point when the incident room will have to close.

But the investigation will not end. The computer discs will be copied and stored locally and at headquarters. A printout of manual cards will be kept by a detective at Maidenhead who will update them weekly.



They can't face it at the office. Can you?

Ask any of the girls in your office what troubles them most about modern monitors or VDUs and they'll soon tell you... the screen is too small showing only two-fifths of a whole page, accompanied with poor resolution and screen flicker, it's tiring and irritating on the eyes.

So, it's not really surprising if they can't face up to all those extra letters, documents and daily figures.

Well, from now on, they will be able to happily face up to it, because there's a New monitor specially designed with the operator in mind... perhaps it won't surprise you to hear that it's called the "EASYREADER".

Whole (A4) Page - Black and White Image.

The EASYREADER has a flat screen that displays a whole (vertical) page at a time, which allows for a full 70 lines of typing, so the operator can see exactly what she is doing, without continually "reeling out". It also conveys a clear, clean sharp high resolution image in black on white - or if you prefer, white on black.

Refreshingly Easier On The Eyes.

Because the EASYREADER technology "refreshes" the image more frequently than most standard monitors it conveys a "flicker-free" image so it is less tiring on the

eyes. But, this is simply because it was designed with the operator in mind.

But Is it Compatible?

The EASYREADER is "IBM compatible" and most importantly is compatible with nearly every "standard" character configuration available so you needn't worry about it complementing your current hardware or software.

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EASY TO WORK WITH - EASY ON THE EYES

Proof that Epson's new laser printer can make anything look good.

Not everyone can be a great writer like what Shakespeare was. But with the new Epson GQ-3500 laser printer, anyone can make their work look outstanding — however rotten it's wrote.

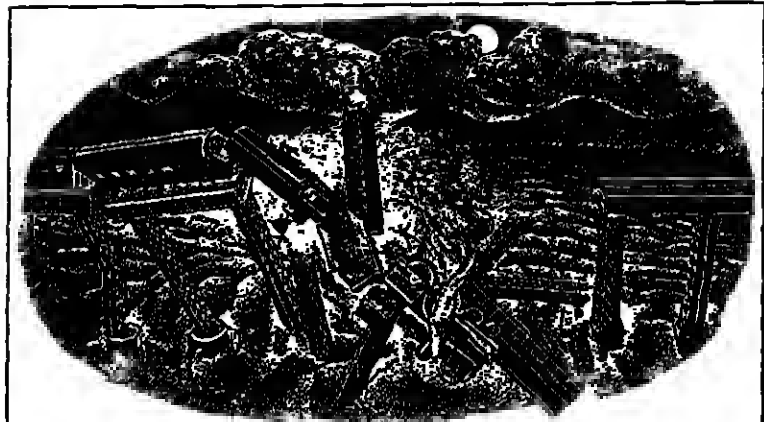
The GQ-3500 produces professional-quality artwork with fully-formed headlines, typeset copy and superb graphics that will put any typed-and-photocopied effort to shame.

Moreover, it can do this far faster and cheaper than any design studio or 'pronto-printing' shop.

One man who could certainly have done with it was the 19th-century Scottish poet William McGonagall.

For reasons that will become obvious, he could not get anyone to publish his 'Poetic Gems' and so had to pay a local printer to do the job.

If he'd had a GQ-3500 on his desktop, however, he could have published them himself and made them look as impressive as this:



THE TAY BRIDGE DISASTER
BEAUTIFUL Railway Bridge of the Silvery Tay!
Alas! I am very sorry to say
That ninety lives have been taken away
On the last Sabbath day of 1879,
Which will be remembered for a very long time...

THE BATTLE OF EL-TIH
YEs sons of Great Britain, I think no shame
To write in praise of brave General Graham!
Whose name will be handed down to posterity without any stigma,
Because, at the battle of El-Tih, he defeated Osman Digna...

THE MIRACULOUS ESCAPE OF ROBERT ALLAN, THE FIREMAN
T WAS in the year of 1888, and on October the fourteenth day,
That a fire broke out in a warehouse, and for hours blazed away;
And the warehouse, now destroyed, was occupied by the Messrs
R. Wyllie, Hill & Co.,
Situated in Buchanan Street, in the City of Glasgow...

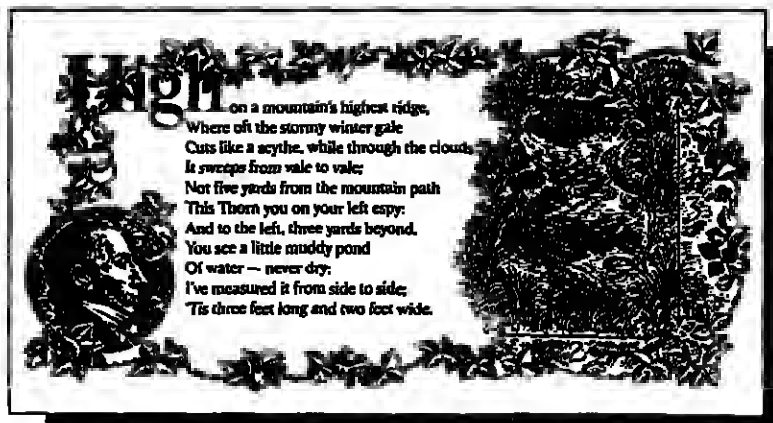
JENNY CARRISTER, THE HEROINE OF LUCKNOWMINE
A HEROIC story I will unfold,
Concerning Jenny Carrister, a heroine bold,
Who lived in Australia, at a gold mine called Lucknow,
And Jenny was beloved by the the miners, somehow...

Since McGonagall was such a prolific poet, and because his compositions tended to be great in length (if not in quality), he would doubtless have appreciated the speed of the GQ-3500. (It prints six A4 pages per minute.)

And being a canny Scot, he would also have approved of its modest price — a mere £1,795 (RRP, excluding VAT but including a Hewlett Packard emulation card which would cost around £125 to buy separately).

Yet William McGonagall was not the only poet whose work would have benefited from laser printing.

In the following bathetic extract from 'The Thorn', William Wordsworth shows just why people left him to wander lonely as a cloud.



At least with the GQ-3500, Wordsworth could have illustrated his concern for the puddle's exact dimensions with an accurate diagram of it.

Several present-day novelists spring to mind whose work would be greatly improved by laser printing.

But rather than risk a heavy libel suit, we have again chosen a writer from the 19th century.

Here are the opening lines of two novels by Edward George Earle Bulwer-Lytton — and as you will see, they need far more than the usual printer graphics, such as bar graphs and pie charts, to make them look good:



“It was a dark and stormy night; the rain fell in torrents — except at occasional intervals, when it was checked by a violent gust of wind which swept up the streets (for it is in London that our scene lies), rattling along the housetops, and fiercely agitating the scanty flame of the lamps that struggled against the darkness.”

From 'Paul Clifford' (1830).

“Ho, Diomed, well met! Do you sup with Glaucus tonight?” said a young man of small stature, who wore his tunic in those loose and effeminate folds which proved him to be a gentleman and a concomb.

From 'The Last Days of Pompeii' (1834).

Surprisingly, Bulwer-Lytton was second in popularity only to Charles Dickens in his day.

Today, he is chiefly remembered as the inspiration for the Bulwer-Lytton Fiction Contest, held every year in the United States.

The aim is to write the worst possible opening sentence for an imaginary novel — and the following entries were awfully successful:



The camel died quite suddenly on the second day, and Selena fretted sulky and, buffing her already impeccable nails — not for the first time since the journey began — pondered snidely if this would dissolve into a vignette of minor inconveniences like all the other holidays spent with Basil.

He was a Portuguese who had never fished and she was a Chinese who couldn't cook rice; he had enough hair on his chest to make a coat for a very small Hungarian and the way she kissed it made him wonder why.

Pignone had hidden his misanthropy in the moth-eaten, and now he had taken the beautiful and magical Mekhku and her infant Tanyip there, too, and they all trembled as they heard the fearful chieftains of the invading Hinevns just above.

You will notice that each entry has been produced in a different typeface. Changing between the seven resident fonts on the GQ-3500 is even simpler than McGonagall, thanks to the LED 'Selectype' panel on the front — and other fonts can easily be engaged by inserting special 'credit cards' into slots on the side of the machine.

In a previous Epson advertisement, we suggested that the near-silent SQ-2500 ink-jet printer was the only machine that the near-silent President Calvin Coolidge would have allowed in his office.

However, the GQ-3500 is so quiet, he would surely have approved of this as well.

For making bad writing look good, though, it would have been of more use to Coolidge's immediate predecessor in the White House:



Warren Gamaliel Harding,
President of the
United States 1921-1923.

HARDING

“I would like the government to do all it can to mitigate, then, in understanding, in mutuality of interest, in concern for the common good, our tasks will be solved.”

“I have had the good intention to write you a letter ever since you left, but the pressure of things has prevented, speeches to prepare and deliver, and seeing people, make a very exacting penalty of trying to be in politics.”

“I carry no bitterness in my heart which dates from 1912.”

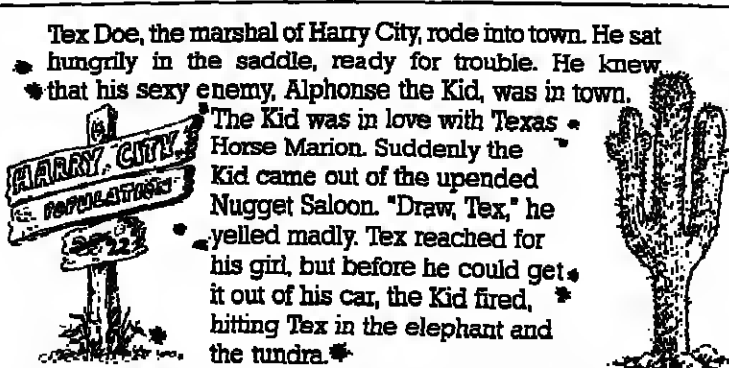
“America's present need is not heroics but healing; not nostrums but normalcy.”

“Progress is not proclamation nor palaver. It is not pretence nor play on prejudice. It is not the perturbation of a people passion-wrought, nor a promise proposed.”

The GQ-3500 is certainly very flexible. It has an IBM character set fitted as standard, and both parallel and serial interface options are available to allow it to work with virtually any computer.

Gilbert Bobuslav should have used one with his DEC PDP11/70 in Houston, Texas.

He had managed to teach it how to play chess — but when he tried to get it to write a Western story, this was the result:



Tex Doe, the marshal of Harry City, rode into town. He sat hungrily in the saddle, ready for trouble. He knew that his sexy enemy, Alphonse the Kid, was in town. The Kid was in love with Texas Horse Marion. Suddenly the Kid came out of the upended Nugget Saloon. “Draw, Tex,” he yelled madly. Tex reached for his girl, but before he could get it out of his car, the Kid fired, hitting Tex in the elephant and the tundra.

As Tex fell, he pulled out his own chess board and shot the Kid 35 times in the King. The Kid dropped in a pool of whisky. “Aha,” Tex said, “I hated to do it but he was on the wrong side of the Queen.”

Hardly a memorable composition, you will agree — but with the help of all the graphics stored in its own powerful 640K memory (expandable to 1.5Mb), the GQ-3500 does make it appear accomplished.

Like all Epson printers, the GQ-3500 has a full international character set built in, which would have made it perfect for Pedro Carolino.

He was a Portuguese who spoke no English — but he did not allow this to stop him from writing a phrasebook with the help of his Portuguese-French and French-English dictionaries.

Portuguese
English

Preface

We expect then, who the little book (for the care what we wrote him, and for her typographical correction) that may be worth the acceptance of the studious persons, and especially of the Youth, at which we dedicate him particularly.

Familiar Phrases

À que horas se janta?
Touca-vos do touque-se.
Nunca devemos zombar dos infelizes.
Vós carais do Vm. cinto muito bem.
Estou encantado do endefusado.

At what o'clock dine him?
Dress your hairs.
It must never to laugh of the unhappies.
You sing not very deal well.
I am enticed cold.

Idioms and Proverbs.

Por dinheiro bado o perro.
Vale pedido à ouro.
A cavallo dado não se o olha para o dente.
Pedra moedica nunca trofo a cubica.
Não tem eira, nem rumo de figueira.

Nothing some money, nothing of Swiss.
He is valuable his weight's gold.
A horse bared don't look him the tooth.
The stone as roll not keep up not foam.
He is beggar as a church rat.

Familiar Dialogue.

Venho ver os seus móveis quero mobilir um aposento.
Aqui achará Vm. todos os de que precisar.

Esse traste de salão, com damasco cramesim, é completo?
Sim, senhor.
Não me perdoe não.
Ei não digo: sabe das mãos do fabricante.
Tem Vm. espelhos?
De que tamanho os quer?
De quatro pés, seus pollegadas de largo, e sette d'alteura, pouco mais ou menos.

I come to see yours furniture. I have a apartment to furnish.
You will find to my store house whole than you won't.
Is it complete this parlor furniture in damask crimsin?
Yes, sir.
It seems no use new.
Pardon me, it comes workman's hands.
Have you some glasses?
Which hightness want you is?
I want almost four feet six thumbs wide's, over seven of long.

On the subject of size, the GQ-3500 has a heightness of only 8.46 thumbs, has one foot 3.9 thumbs wide's and one foot 4.4 of long. This makes it the most compact laser printer you can buy.

The list of possible applications is virtually endless. You can use the GQ-3500 to print anything from simple memos and letters to full-blown official documents. It can even make government regulations appear interesting:

EXPLANATORY NOTE

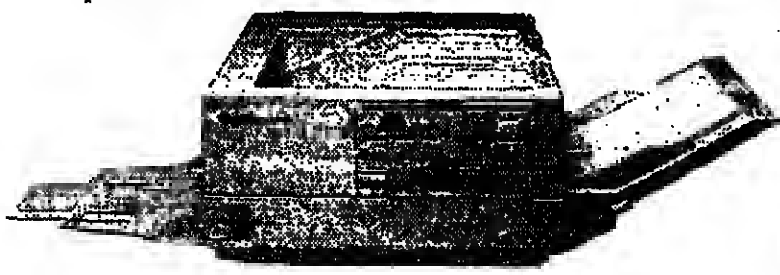
Regulation 3 of the Local Government (Allowances) Regulations 1974 ('the 1974 regulations') (S.I. 1974/447) made provision prescribing the amounts of attendance and financial loss allowances payable to members of local authorities. Regulation 3 of the Local Government (Allowances) (Amendment) Regulations 1981 ('the 1981 regulations') (S.I. 1981/101) substituted a new regulation for regulation 3 of the 1974 regulations. Regulation 3 of the Local Government (Allowances) (Amendment) Regulations 1982 ('the 1982 regulations') (S.I. 1982/23) further amends regulation 3 of the 1974 regulations, with effect from 3 March 1982, by substituting the maximum rate of attendance and financial loss allowances. Regulation 7 of the 1982 regulations would have provided for the 1981 regulations to have effect from 1st April 1982, but the 1981 regulations (regulation 5 being a transitional provision) were revoked by regulation 7 of the 1982 regulations. Regulations 3 and 5 of the 1981 regulations were revoked by regulation 7 of the 1982 regulations.

Unfortunately, it cannot save them from being as comprehensible as the average computer manual. (The GQ-3500, on the other hand, is extremely easy to operate and maintain — though as you would expect of an Epson, it is exceptionally reliable.)

You have now seen the proof that laser printing can make even the worst writing appear polished — so just imagine what it could do for yours.

Find out more about the GQ-3500 by writing to: Epson (U.K.) Limited, Freeport, Birmingham B37 5BR. (Alternatively, call up Prestel *280# or ring 0800 289622 free of charge.)

You could soon be looking gooder in print than you ever think possible.



EPSON

Bulwer-Lytton Contest entries reproduced from 'It was a Dark and Stormy Night' ed. Scott Rice (1984); 'Explanatory Note' from 'Gobbledygook' by the Plain English Campaign (1984).

WORLD SUMMARY

Deal reached on relief for Jaffna

Colombo — Sri Lanka and India agreed yesterday on ways to distribute Indian relief supplies to Tamils in the Jaffna peninsula (Vijitha Yapa writes).

It comes 11 days after the controversial Indian airdrop of 25 tons of supplies over Jaffna, violating Sri Lankan air space and allows Indian ships to carry relief supplies to Jaffna after inspection by Sri Lankan officials at a designated Indian port. They will be escorted to Kankasanthurai.

Distribution will be carried out by the Colombo Government with the help of the Government Agent of Jaffna, six representatives each of the Red Cross of the two countries and two from the Indian Government.

Minister 'Love spy' jailed

Moscow — Mr Vladimir Sushkov, the former Soviet Deputy Minister of Foreign Trade, was sentenced yesterday to 13 years imprisonment and the confiscation of property for his part in a systematic bribery scandal in which he took 127,000 rubles (£127,000) from foreign companies (Christopher Walker writes).

Reporting the heavy sentence by the Soviet Supreme Court, Tass said that the former minister's wife was sentenced to 11 years in jail and an aide of Mr Sushkov to six years.

The court's verdict said that Mrs Valentina Sushkova, a former member of the State Committee for Science and Technology, had taken bribes amounting to 392,000 rubles.

The case is expected to continue for several months.

Nigeria bars journalist

Nairobi (AP) — Nigerian officials detained Mr Ray Wilkinson, a correspondent for the American magazine *Newsweek*, for nine hours at Lagos airport before deporting him as a prohibited immigrant.

Mr Wilkinson, from Tipton, near Birmingham, had flown to Lagos from his base here on Sunday to cover a conference on African debt organised by the United Nations Economic Commission for Africa.

Mr Wilkinson said he had a valid visa to enter Nigeria issued by its High Commission in Nairobi but at Lagos airport immigration officials refused him entry.

Trial date SS guard set today

A court in Limassol, Cyprus, is expected to set the trial date today for three Arabs charged with the attempted murder in April of a British Army corporal and the daughter of a warrant officer (Nicholas Beeston writes).

Police sources say the three — Saleh Ali al-Hamad, aged 26, Rashid Abdallah Salem, aged 24, and Abdel Aziz Farhan Khushak, aged 34 — will be tried in October. The delay is to enable defence lawyers to inspect the prosecution's evidence from 80 witnesses.

They have been accused of attempted murder, possession of firearms and explosives and travelling on false Bahraini passports.

US soldier shot dead

Washington — An American soldier was killed in Honduras at Palmerola Air Base, a large US installation, when he was shot by a gunman as he patrolled the perimeter, (Christopher Thomas writes).

Army Staff Sergeant Randall Harris, aged 34, who was killed on Saturday, was married with three children. The base has become a principal military centre for the US, which has conducted almost non-stop military exercises in Honduras for the past six years.

Communists suffer unexpected slump after high turnout

By Andrew McEwen, Diplomatic Correspondent

Italy's Communist Party, the largest in Europe, last night appeared to have suffered a slump in support, according to early computer projections in the Italian general election.

The first figures available after polls closed yesterday afternoon related to the Senate, Italy's Upper House, but were thought likely to point to an overall trend.

A forecast by the private research institute Doxa, based on 15 per cent of returns 90 minutes after the polls closed, showed the Communists polling 27.3 per cent, more than three per cent down on their Senate result in 1983.

This was in sharp contrast with opinion polls before the election which showed the Communists overtaking the Christian Democrats, traditionally Italy's largest party, in a way that could give them their best chance in 40 years to participate in a government coalition.

The Christian Democrats, who have had ministers in all 46 governments since the Second World War, were stable at 32.7 per cent, slightly

higher than their support in the Senate vote in 1983, according to the predictions.

Far larger numbers than expected turned out to vote. Fears that disillusionment with the prospects for change would cause a wave of abstentions proved unfounded. The



turnout proved considerably higher than in the British election, where a clear choice was on offer.

Even after four decades of revolving-door governments, Italians apparently retained their appetite for political rituals.

Three hours before the polls closed 81.1 per cent of the 45.5

million voters had cast their votes.

In the southern port of Bari a man was turned away from his polling booth on the ground that he had died in Venezuela in 1980. Only when he obtained a certificate from the local authorities confirming that he was still alive was he allowed to mark his X in the appropriate space on his voting slip.

Another voter missed his last chance to cast his vote by seconds. The 85-year-old voter died in a Rome polling booth, causing a 45-minute closure.

The unexpectedly high turnout was thought to have been stimulated by appeals from politicians and newspaper writers.

The rival attraction of the beach was made more irresistible by pouring rain in many places.

There had been fears that up to two million voters might register dissent by leaving their ballot papers blank, but it will not become clear until later this week whether these were well founded.

Warsaw Pact guns hit German ship

From John England, Bonn

A West German navy supply ship was hit by gunfire from a Warsaw Pact warship in the Baltic early yesterday. Three sailors were slightly injured.

The 98-man ship Neckar, 2,370 tonnes, was hit by five rounds from what the Bonn Defence Ministry believes was a 30 mm Gatling gun used to spray rapid fire at anti-aircraft missiles. The incident, which a ministry spokesman said "must have been an accident during gunnery practice", took place in international waters.

The spokesman said that three Warsaw Pact "Tarantul" class anti-missile corvettes, one East German and two Polish, were in the area at the time. An "Osa" class fast torpedo boat was also sighted,

but her nationality was unknown.

The injured men, who suffered splinter wounds, were flown to Kiel by helicopter and the Neckar later headed back to the port which is the base of the Seventh Fast Boat Squadron which she supplies. The spokesman said two of the hits were below the waterline near the stern, which caused a leak, and another shell caused a fire in a gun turret on the after-deck. The ship's own damage control parties, however, were able to deal with the situation.

The incident was the first of its kind in the Baltic, and the ministry spokesman said: "We believe it was caused by either human or technical error."



The four diplomats expelled by Iran arriving home yesterday: from left, Mr Thornton, Mr McLaren, Mr Welborn and Mr McDonald. Second right is Mrs Maisie Murphy.

Israelis wooing black African states

From Ian Murray Jerusalem

Israel is ready to provide military expertise to black African countries in return for diplomatic recognition.

Relations were re-established last week with Togo, where Mr Yitzhak Shamir, the Israeli Prime Minister, yesterday began a short regional tour. Other technical assistance to areas like industry and agriculture are on offer.

Israel is prepared to go out of its way to rebuild good relations with black Africa, in part because it wants to be able to call on African support to counter the black vote of Arab countries inside the United Nations.

Last week, Togo became only the fifth nation in the continent to reopen relations from among the 29 countries which broke them off, mostly

after the 1973 Arab-Israeli war.

Mr Shamir will be formally signing the diplomatic agreement during his visit, before flying to Cameroon and Liberia, two of the other countries which now have ambassadors to Israel. It is possible that he may also visit the Ivory Coast or Zaire, which also have relations.

Israeli hopes are high that at least two other countries are on the point of following Togo's example.

Togo has been roundly condemned by the Arab League for its move, underlining Arab concern that there may be the beginnings of a domino effect, with country after country resuming relations despite the growing strength of Islam in Africa.

Libya's destructive role in Chad has indirectly helped

Israel to argue against the Arab lobby. It has also been able to point to the absurdity of the fact that most countries broke off relations to support Egypt in its struggle against Israel — and that Egypt has since signed a peace treaty.

It is likely, too, that Israel has begun to succeed in convincing black Africa that its relationship with South Africa has begun to cool and that its role there is, in any case, marginal.

On the other hand it has a considerable amount to offer, as the industrialists and experts travelling with Mr Shamir will explain.

Israel is working hard behind the scenes to improve contacts and there are many thousands of Israeli experts, particularly in desert agriculture, working even in countries which have no diplomatic links.

● MIOI-conference: Mr Shamir has put forward the idea of a regional mini-conference in an attempt to head off growing worldwide support for a United Nations-sponsored international conference on the Middle East.

His suggestion has been given to Mr Marrack Goulding, the UN Under-Secretary-General for Political Affairs, who has just started a tour of the region to sound out opinion on the international conference.

The mini-conference Mr Shamir is considering would include all the region's states and Palestinians who were not PLO members, but it would not include the five permanent members of the UN Security Council. Arab states are not interested in a conference without UN backing.

Expelled envoys arrive home

By Our Diplomatic Correspondent

Four British diplomats arrived home yesterday after they were expelled from Iran, while Britain's reply remained under consideration.

The Foreign Office confirmed that there would be a British response, but there was no hint of the timing.

The four, whose expulsion was announced by Iran last Thursday, 24 hours after Sir Geoffrey Howe, the Foreign Secretary, had effectively reduced the number of Iranian diplomats in Britain by two, appeared exhausted.

The Second Secretary, Mr John McDonald, said: "At the moment I am a bit tired. We

were only given three days to pack up."

The others were the First Secretary, Mr Victor Welborn; the Registry Officer, Mr John Thornton; and Mrs Marilyn McLaren, a secretary, whose mother, Mrs Maisie Murphy, who was on holiday in Tehran, accompanied them.

Mrs Murphy said the atmosphere in the mission was "very tense". The expulsions left Britain with 10 diplomatic posts in Iran, but one officer is abroad. Before the current crisis there were 19.

The Foreign Office assumes that Iran still has 16 diplomats in Britain.

Whitehall sources said many of those who had been expelled were Farsi speakers and that most of those who remained were not. The Tehran Government has weeded out those most likely to be able to report accurately on the Iranian situation, with the exception of Mr Christopher MacRae, head of the mission.

● ANKARA: The Iranian Prime Minister, Mr Mir-Hossein Mousavi arrived yesterday heading a delegation for talks with Turkish officials on issues ranging from the Iran-Iraq war to economic ties (Reuters reports).

Archbishop of Canterbury's missing envoy

Waite 'victim of superpower struggle'

From Robert Fisk Beirut

The Lebanese journalist who broke the story of America's secret arms sales to Iran says that Mr Terry Waite, the Archbishop of Canterbury's envoy, is still alive but became the victim of a superpower confrontation over the Gulf War when he disappeared in Beirut on January 20.

Mr Hassan Sabra, the editor of the weekly magazine, *al-Shiraa*, who openly acknowledges his close relationship with one of the factions now struggling for power within the Iranian regime, also insisted in an interview with *The Times* that some of the American hostages in Lebanon had been transferred to Iran, despite denials by the Iranian Embassy in Beirut. The kidnappers would not kill their captives, he said, because "it would be like killing the chicken that lays golden eggs".

Mr Sabra speaks without hesitation — certainly he does not pause for thought — and

there is a slightly disturbing quality to his Delphic utterances. In Lebanon, journalists are more vulnerable than they are anywhere else, and Mr Sabra, while he claims to be unafraid, may have reason to be so.

"The United States needs to establish relations with Iran," he said. "It also needs to see the Iran-Iraq war continue. Also, Iran needs money and weapons from the States. For this reason, the negotiations between Iran and the US will continue to take place in different ways. It started with Mr Robert McFarlane (Mr Robert McFarlane, President Reagan's former National Security Adviser) and his exposed visit to Iran; next came the abduction of Terry Waite and it reached a dead end. When the Americans continue to negotiate with Iran with different means, we will expose this issue journalistically."

Mr Waite, he claimed, had been continuing the work begun by Mr McFarlane, who flew to Tehran last year with a

shipment of arms and spare parts. "The Iranians are sure that Terry Waite is not an Anglican bishop (sic)," he said. "They are sure that he is an American spy." Mr Sabra gave no indication whether he realised how damaging this assertion might be to Mr Waite. His information, he went on, came from a faction within the Iranian Government with whom he had become acquainted through his friendship with Mr Mohamed Montazeri, the son of the Iranian leader Ayatollah Khomeini's designated successor. Mr Montazeri died in the bombing of the Islamic Republican Party headquarters in Tehran in 1980.

Mr Sabra, a sanguine, slightly chubby figure who was born in the southern Lebanese village of Hadatha in 1948, is now Lebanon's best-known journalist. It was President Reagan who described his magazine as a "rag" when it revealed details of the secret arms shipments to Iran, a denigration that helped to

raise its weekly circulation — both in Lebanon and abroad — to a respectable 55,000 copies. Mr Sabra believes that Mr Waite's position in Beirut last January became untenable when the Soviet Union made a sudden policy decision to support Baghdad in the Gulf War. At that time, the Iraqi city of Basra in the southern sector of the war front was the scene of a major offensive by Iranian revolutionary guards.

"The Soviet Union told Tehran that its final attitude (to the war) was to back Baghdad," Mr Sabra said. "... during that time the negotiations were going on in Beirut between Terry Waite and those who were responsible for the kidnappings. The things that were wanted by the Iranians were weapons and money."

"The Soviet Union had informed the Americans and the Iranians that Basra was considered by them to be a 'red line' and that it would not permit the city to be taken by the Iranians. Consequently,

the Americans hesitated in delivering some kinds of weapons — so Terry Waite paid the price for this ... He paid the same price McFarlane paid before him and both of them were directed by the American Administration."

The belief that the United States was last January still selling arms to the Iranians is firmly rooted among Lebanese journalists, and some Iranian sources here have also insisted that this was true. Mr Waite, who strenuously denied any knowledge of the arms-for-hostages scandal, has already been accused by one group of Beirut kidnappers of being an American agent. The Archbishop of Canterbury has, equally firmly, denied this.

Mr Sabra smiled when he was asked if he might have placed himself in the position of being "used" in the internal power struggle in Iran. He had been influenced by information he once received from Mr Mohamed Montazeri, he said.

Tinned Spam at 50 becomes an American legend

From Charles Bremner, New York

Forget the 200th anniversary of the constitution, now being solemnly celebrated across America. The country is about to mark the first of two birthdays far closer to home. Superman turns 50 later this year and this month it's the turn of another national legend: Spam.

For any American — or Briton — over 40, the little tins of pork parts are an object of bitter-sweet memory, conjuring up school meals and wartime austerity.

Spam's makers, A. Hormel and Company, of Austin, Minnesota, proudly turn out 450 cans of the stuff every minute in three American cities and in seven other countries including England. Sales have only dipped slightly since a peak five years ago. A total of four billion tins have now been sold in the US and around the world since Hormel thought of sealing its mixture of pork shoulder and ham in a vacuum so tight that it stayed edible for seven years.

Much of Spam's success came from its name and a marketing approach ahead of its time. The makers offered a \$100 prize for the best name and were about to call it Brunch when someone

suggested the acronym for "Spiced Ham" and "the new miracle meat" was launched in June 1937.

Early Spam advertisements depicted the product as the perfect food for breakfast, lunch, dinner and snacks. Spam gave birth to the first jingle to be sung on American radio. To the tune of *My Bonnie Lies Over The Ocean*, it went *Spam, Spam, Spam, Hormel's new miracle meat in the can, tastes fine, saves time. If you want something grand ask for Spam.*

In the late 1930s and in the Second World War Spam came to dominate the canned C-rations of the military. According to one of a thousand spam

jokes, an exhausted American pilot emerged after months in the jungle where he lived on berries. Offered a can of Spam, he heads back to the jungle calling for berries.

According to the company's spokesman, Mr Richard Crane, Spam owes its phenomenal success to its "versatility, convenience and taste". "Spam has a lot of history about it," he says.

To celebrate the birthday, Spam contests are being run and Spam executives will gather in Austin on July 4 for a "Spam cook off".

And Spam jokes are still doing the rounds. David Letterman recently proposed Spam on a rope in case of hunger in the shower.

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CUT ALONG TO YOUR MINOLTA DEALER

Anti-government demonstrations spread in Seoul

Civilians in protest as student occupation ends

From David Watts
Seoul

Only hours after South Korean students relinquished their "liberated zone" in front of Seoul's Catholic cathedral, hundreds of ordinary members of the public moved in to chant anti-government slogans yesterday.

As darkness fell their numbers were building up significantly. One estimate last night put the crowd in the thousands.

Earlier the students were taken off the cathedral grounds in buses and accompanied by priests with guarantees that they would be given safe passage back home or to a university campus and that they would not be prosecuted.

A group of 10 student leaders and two members of the public, however, stayed behind vowing to go on hunger strike.

The new occupation of the site in front of the cathedral was apparently prompted by the heavy-handed behaviour of riot police at lunchtime.

As the crowds of shoppers, sightseers and office workers going out for a meal built up in the approach to the cathedral, the riot police fired teargas into the crowd.

Enraged by this now familiar policy of firing teargas at



A student with a flaming paint spray can and a policeman wielding a fire extinguisher duel through netting during yesterday's demonstration in Seoul.

any concentration of civilians, whether well- or ill-disposed towards the police, the crowds moved into the cathedral grounds. They began shouting anti-government slogans.

In response, squads of young men in jeans, sports shirts and motorcycle helmets

moved in among the crowd. Some wore black leather fingerless gloves which looked like knuckle-dusters.

Most Koreans are unsure whether these men are police, students who have chosen to do police duty instead of national service or hired

things, but their role is generally to intimidate civilians.

They are used as "snatch squads" to grab people out of the crowd and put them in police custody.

These young men moved back and forth through the crowd, occasionally withdraw-

ing only to reappear a few minutes later. Each time they were withdrawn the crowds would cheer or sing the national anthem.

Then in the middle of the afternoon the authorities moved in more riot police

from their deployment point

100 yards round a corner and sealed the people in the cathedral grounds, thus ensuring that the demonstration would continue since the demonstrators could no longer leave.

Jeering at the police, a group of students stood at the front

of the crowd holding banners and led the chants denouncing the Government and its constitution.

An old woman offered the young riot policemen drinks and then harangued them loudly. A businessman, apparently from a nearby shop, came out and told the demonstrators their time was up.

Behind the riot police the shops had been shuttered for some time. Political unrest was clearly bad for business.

"We can't say anything we want. There's no freedom of the press and the Number One man tells us who the next president is going to be. We want to choose our president ourselves," said a travel agent near the walls of the cathedral.

"Ninety-nine per cent of the people have had enough of this Government and the students are ready to die to remove it," he said.

"I'm 52 now so I'm not as strong as the students, so I follow behind. Many more people would come out and protest but they haven't been able to make preparations for their families if they are arrested. They have to work."

The Government, meanwhile, says that an extraordinary session of the National Assembly will resume this week with the Opposition in attendance to try and seek an end to the discontent.

Vietnam urged to consider refugees

From M.G.G. Pillai
Singapore

Relations between Vietnam and Cambodia, the problem of Vietnamese refugees and the world economy dominated discussions at the start of the 20th annual meeting here of foreign ministers from the Association of South-East Asian Nations.

Mr Lee Kuan Yew, Singapore's Prime Minister, said in his opening speech that the US must recover its competitive advantage and become a creditor rather than a debtor nation. "If she does not, her position as the anchor of the world's security will be gradually reduced," he said.

The ministers - from Thailand, Malaysia, Singapore, Indonesia, Brunei and the Philippines - called on Vietnam to be more flexible in allowing back refugees wanting to return. There are now more than 140,000 refugees in camps in Thailand, Malaysia, Indonesia, Brunei and the Philippines, according to Mr S. Dhanabalan, Singapore's Foreign Minister.

The ministers were also due to discuss a four-point UN Cambodian peace plan which among other things calls for a partial withdrawal of Vietnamese troops from Cambodia.

Civilian pressure groups in the path of progress

The weeks in the run-up to the 10th anniversary of Spain's first free elections in 1977 saw successive Socialist ministers battling with various pressure groups. Richard Wigg describes how the disputes revealed underlying social and mental constraints even after a decade of democracy.

When Spain's Socialist Party first won power in 1982, dismissing the Centre Democrats (UCD), it looked as if its main problems with established power groups would come from the armed forces.

But four and a half years in office have shown it to be far more troubled by civilian groups - lawyers, doctors, civil servants, airline pilots and other well-connected elements such as the students - all accustomed since the Franco era to play a bigger role than ordinary people on the national stage.

Although the Socialist Government initially made concessions to the doctors and lawyers, it is now becoming increasingly authoritarian in pushing through its reforms.

The Socialists have reshuffled the judiciary, demanding greater efficiency and upsetting magistrates aged over 50 who have had to adapt to Spain's 1978 democratic constitution. "Spain's officials may be utilizing new laws, but most of them were formed in another mould," one of Spain's senior-most most senior judges commented.

The Socialists have also been trying to reorganize the national health service created by the Franco regime, the control of which rested with top doctors who combined their hospital hours with lucrative private practices. These reforms have angered the doctors, who resent their loss of income, social prestige and power. At the same time, however, the González Government has not increased the health service budget although there has been a rise in the number of patients.

"The Spanish people are strange," a Cabinet minister remarked. "In the complex industrial society Spain has now become they still want to be individualists and yet they also want the state to use its power to solve their problems for them."

The ruling Socialist Party is without broad roots. When it came to power, suspecting the middle-class professional groups, it relied very substantially on its 180,000 members in recruiting for government posts.

Socialist leaders complain

that the existing narrowly professional organizations put too much time and energy into European-style Conservative Party, broadly representing a general interest, has yet to establish itself in Spain.

Yet one of the major obstacles to establishing such a much-needed force, able to win a Parliamentary majority, lies precisely with the leaders of the professional groups.

When the Economics Minister charged lawyers and industrialists with not declaring their real incomes to the

Spain's decade of democracy Part 2

tax inspectors, after his Ministry had produced some damning statistics, one of Spain's most distinguished barristers accused him of breaking the constitution.

In the reform of the civil service the Government has been routed. Spain's 1.7 million bureaucrats have not perceptibly changed their attitudes towards the public although Señor González's promise "to make Spain function efficiently" was one of the most enticing of his 1982 election campaign.

The 1984 Civil Service Reform Act has been abandoned. Even starting the working day at 8.30 a.m. has become anecdotal, with an increase in the sale of crossword puzzle books to civil servants the only "change".

"How can you have the Spanish civil servants' classic 19th-century 'You must come back tomorrow' surviving in this computer age?" a businessman asked.

A Liberal academic observed: "We have done very well setting up the Parliamentary institutions of democracy and King Juan Carlos has performed marvellously, but institutions do not themselves make democrats."

And a young Madrid woman lawyer insisted: "The big test still is a change in Spaniards' mentality, including, of course, the civil servants. But it's my children's generation who will see that."

Shultz backs protection of Philippines war sites

Corregidor (AP) - Mr George Shultz, the US Secretary of State, yesterday toured the Philippines battlegrounds that made this rugged island a symbol of American courage in World War II. He said he would support a plan to save the sites from vandals and neglect.

The island was known to its 13,000 American defenders as "The Rock". It was Mr Shultz's first public appearance of a three-day trip to the Philippines, and his visit came amid concern among historians and US veterans groups that the battlegrounds and a memorial and museum on the site of Corregidor's former headquarters are being dam-

aged by scavengers and the encroaching jungle.

The Philippines Ministry of Tourism has proposed turning the site into something approaching a theme park, costing up to \$100 million (£60 million). It would cost \$250,000 initially and \$100,000 each year thereafter to organize the museum and monument and keep them open to tourists, according to Mr James Black, the historian who guided Mr Shultz and others on a one-hour tour.

Mr Black wants the American Battle Monuments Commission, which maintains war memorials in other parts of the world, to add Corregidor to its list.

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Webber Gas BBQ, from £125 (*Garden Furniture*).
BBQ rib rack, £14.50 (*Garden Furniture*).
Outdoor chess set, 64" x 64", £270 (*Garden Furniture*).
Comfort rocker, £495 (*Furniture*).
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Punch cartoon, £12 (*Old Maps and Prints*).
X-Changer, foreign currency convertor, £6.95 (*Way in*).
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Alabaster Chess Sets from Italy, £71.50 (*Adult Games*).
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Drum of Golf Tees, £1.95 (*Olympic Way*).

Set of Golf Wood Head Covers, £10.95 (*Olympic Way*).
Golf Towels, £4.95 (*Olympic Way*).
Dovecote and 2 live Doves, £400 (*Garden Accessories*).
Cufflinks, silver plated, £83.25 (*Home Entertaining*).
Silver plated money clip, £56.50 (*Home Entertaining*).
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Mrs Bridges Gentleman's Gift Pack, £4.30 (*Pantry*).
1lb of Scottish Smoked Salmon, £12.80 (*Food Halls*).
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French Crocodile Hip Wallet, holds 10 credit cards,
£250 (*Small Leather*).
Drivers Watch by Diane von Furstenburg, £145
(*Fashion Jewellery*).
Small Leather Reminder Pads, £70 (*Les Must de Cartier*).
Banknote Wallet, £75 (*Les Must de Cartier*).
Credit Card Holder, £60 (*Les Must de Cartier*).
Money Clip, £110 (*Les Must de Cartier*).
Manicure Set, gold plated implements, £90 (*Toiletries*).
Shaving Brush, finest quality silver-tipped badger with
acrylic handle, £88 (*Toiletries*).
Hair Brush, pure bristle hand drawn brush, macassar
wood back with ivory inlay, £94 (*Toiletries*).
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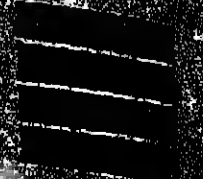
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The new breed with a triple challenge

In drawing up the programme for their 13th European conference which opens at the Barbican Centre in London today, personnel managers identified three issues they believe will be crucial during the next decade.

These are employment (or rather, unemployment), technology and new approaches to employee motivation, including share ownership and profit-related pay.

With unemployment in the EEC at about 16 million and with few forecasts predicting significant reductions in the immediate future, an oversupply of unskilled, demotivated labour will inevitably be a problem.

At the same time, personnel specialists are faced with severe shortages for people with skills such as information technology and engineers.

The rapid development of information technology is not only having a significant effect

Until recently, personnel managers were often seen as welfare officers, with divided loyalties. Now their status has changed and the new 'human resource planners' are playing an increasingly critical role in the success of many companies



John Crosby, IPM president

on the way businesses need to be run but on attributes needed to run it.

As Peter Benton, director-general of the British Institute of Management, told a similar European gathering recently, the economic opportunities offered by the new technologies require a new breed of management with "broader insights into the crucial factors for corporate success" and the "intellectual curiosity" to understand business functions other than their own.

The last five years have brought big changes in the status and role of personnel managers, or human resource planners as they are sometimes called. Recessionary forces of the early 1980s brought them out of corporate backrooms where they were still seen as welfare workers with divided loyalties.

It was largely this group of managers who were given the unenviable task of implementing large scale redundancies which accompanied

the unprecedented rash of factory closures.

Not surprisingly, the Policy Studies Institute found in a large scale survey of workplace industrial relations, previewed in *Personnel Management* magazine last December, that there was a marked tendency for personnel specialists to report increases in their influence where workforces had been reduced.

Another factor which was found to have increased the influence of the personnel function was the employment protection legislation of the 1970s and the last government's Employment Acts of the 1980s.

From acting as a bridge between trade unions and employers, personnel specialists moved alongside the senior managers who increasingly participated in negotiations concerned with the survival of the organization as the recession deepened.

Having now won the ear of the chairman to their role as valued advisers, personnel managers are conscious that they have an unparalleled opportunity to get a top-level hearing and possibly promotion to a seat on the board.

At the same time, personnel managers, like their counterparts in other areas, are being affected by the trend for organizations to decentralize.

Instead of working through head offices, personnel managers are being attached to smaller regional operating units, product divisions or other types of "business centre" such as has happened at British Telecom which set up a network of separate relatively self-contained districts each with its own specialists after its flotation.

A study of what really happens when the personnel function is decentralized, was made by Wendy Hirsch, a Research Fellow at the Institute of Manpower Studies, who found that contrary to expectation there was no decline in numbers employed.

No one of the organizations participating in the case study had reduced the size of the total personnel function in



relation to workforce numbers during the period of decentralization. Most had a substantial increase. (*Manpower Policy and Practice* Summer 1987).

Another measure of the present buoyancy and interest in personnel has been the growth in membership of the Institute of Personnel Management. John Crosby, the IPM president, reported a record increase in membership last year, up from 25,000 to 27,500, and also an increase in influence.

To sustain momentum, Mr Crosby has set up a working party chaired by Sir Pat Lowry, the former ACAS chairman who is also the IPM president-elect, which will take a strategic look at the institute's future direction.

Personnel managers have come a long way since 1913 when the institute was founded by a group of welfare workers worried about the health and education of factory employees.

Early discussions centred on topics such as the effects of

chronic fatigue and malnutrition. Wider debates were concerned with concepts such as whether paternal methods of betterment would risk sapping the independence and initiative of the employees.

Some of the early concerns have a startling relevance to today's problems, notably that of boy employees for whom there was no permanent work after 18 when they became entitled to adult rates.

In her history of the institute (*Personnel Management* 1913-1963, published in 1967), Mary M Niven records some interesting solutions.

Cadburys, for instance, met the problem by engaging only as many boys as could be provided with men's work later. Rowntrees kept a number of men on work which could be done by boys even though this meant that it had to pay double wages. Colmans, however, promised work until the age of 18; if there were then no man's job for them, the firm offered to help them emigrate to Canada, giving them farm training

in Norwich before they sailed and cash to tide them over.

What will the personnel manager of the future do? Mr Crosby says they should not become too specialized. Those taking the lead in identifying training and other requirements should co-operate closely with colleagues responsible for recruitment, manpower

planning and remuneration.

Mr Crosby adds: "Management development is most effectively conducted when all activities which contribute to the recruitment, growth, retention and motivation of staff are considered collectively and complement each other."

Patricia Tisdall

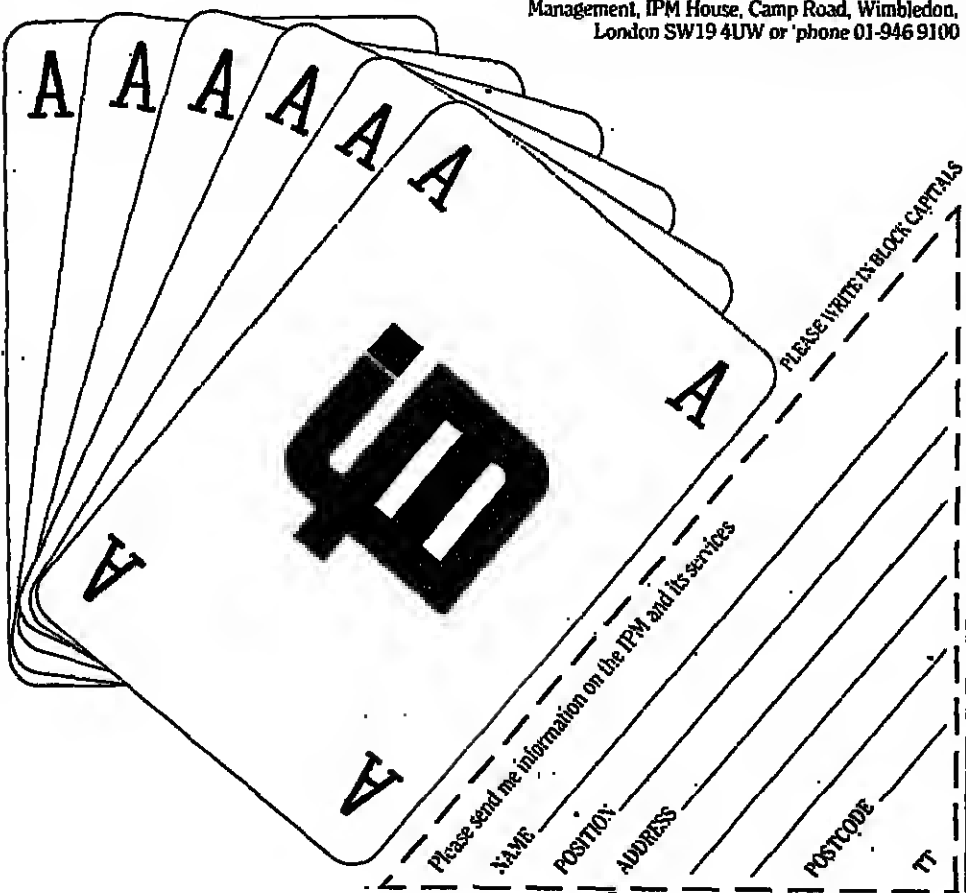
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Personnel specialists are less likely to be involved with changes involving new technical equipment than with organizational changes.

The Policy Studies Institute survey team found that personnel was involved in only half the cases where new technology was being introduced and often at a late stage in the process, writes Patricia Tisdall.

They concluded that technical change is still often seen as a technical matter, with no established role or function for personnel management.

"The failure of general management to involve personnel managers in the introduction of technical change was made more surprising by our evidence that, where personnel was involved, the reactions of workers tended to have been more favourable to technical change than normal," says Bill Daniel, a PSI director.

"There was an especially strong

Coping with changes on the factory floor

tendency for worker and shop-steward reactions to be more favourable the earlier the stage at which personnel was involved."

Personnel departments do, however, tend to become deeply involved with organizational changes which do not involve new equipment. An example is the flexible shift pattern which KP Foods, a subsidiary of United Biscuits, has introduced.

This means that 85 per cent of the company's 6,000 production staff now work for 25 hours a week in a set of short five-hour shifts instead of a 40-hour, 4½-day week in three shifts.

The change has enabled the com-

pany to work continuously for 131 hours a week instead of the previous 102 hours. It has also reduced expensive shift premium payments and cut costs as a result of continuity in production as all meal breaks are taken outside company time.

According to the company, employees like the new arrangement, despite lower earnings, because it allows them predictable free time during the day.

Brian Parrish, the director of industrial relations at KP Foods, and Alan Jones, the personnel director, designed the mini-shift system in response to a problem identified in 1980.

This determined that the company

would have to improve productivity if it wanted to maintain its position in the market for biscuits, crisps nuts and other savoury products. In addition, greater flexibility was needed to enable it to meet changing demands for products with a short shelf-life.

While the threat of unemployment was helpful in getting the new system accepted, the company does not expect that its workers would want to return to full-time hours.

According to Mr Parrish, not only is productivity up but absenteeism and accidents are markedly down as the jobs have become less tiring.

Usually, however, such organizational changes tend to be highly unpopular during the initial stages for understandable reasons. Technological changes on the other hand were found to be much more strongly supported by shop stewards and workers even though they involved the loss of jobs.

HOW THE MANAGERS SEE THEIR LOT

This is how the personnel managers assess the effect of recent changes on their influence

	All	Employees				
	%	1-24	25-99	100-499	500+	%
Increased a lot	71	31	27	33	47	
Increased a little	31	33	29	26	25	
Much the same	25	30	29	24	17	
Decreased a little	4	11	1	4	4	
Decreased a lot	1	1	1	3	—	
Not stated	7	4	7	10	7	

Sources: *Personnel Management* December 1986; Policy Studies Institute

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FOCUS

PERSONNEL MANAGEMENT/2

Few British managers have a top education, let alone proper training. Patricia Tisdall reports

A degree untrained

Britain still lags behind its international competitors in industrial and management training. A recent report for the National Economic Development Council, the Manpower Services Commission and the British Institute of Management said that British managers were amateurs compared with their counterparts in the United States, West Germany and France.

Only 30 per cent of senior company executives have degrees or professional qualifications, compared with 63 per cent in West Germany and 85 per cent in the U.S. And only one in 10 managers entering industry in Britain has had any management training, compared with nine out of 10 in the U.S.

Peter Benton, director general of the British Institute of Management, said that the number of people taking a basic management qualification each year needed to rise from the present 2,000 to 30,000 or 40,000. Speaking at the launch of the

Criticisms made since the 1960s

Managers' Manifesto just before the general election, he went on: "How can you have a broad enterprise culture without adequately trained managers? Effective management is crucial."

Such conclusions are far from new. Criticisms about the extent of management training in Britain have been voiced at intervals since the first business schools were founded in the 1960s. However, there are signs that more attention is being paid to the current batch

of reports than to any of their predecessors.

The Institute of Directors responded to an appeal by Lord Young, the Employment Secretary, with a survey of its 34,000 members, asking them how they thought the problem should be tackled.

Directors have been asked such questions as, "Looking back on your first board appointment, do you feel that you would have benefited from having more formal training for the role of director? Should directors have formal qualifications and how should such qualifications be validated?" Once replies have been processed, the institute is likely to start a more comprehensive system of training courses.

At the Confederation of British Industry, 25 large companies have been brought together to draw up a strategy to improve management training.

The Government itself announced in March that it is to provide management training for up to 60,000 small-business executives a year. Developed by the Manpower Services Commission, the scheme will be run through local enterprise agencies. The programme has been designed in 12 modules so that applicants can



Peter Benton, director general, British Institute of Management

take part-time courses in such subjects as marketing, financial control and developing export markets. The courses will be arranged so that they can be taken outside working hours and participants will pay £40 a head towards the costs.

The new climate to attitudes to training is being aided by greater flexibility in the design of courses. As Margaret Reid and John Kenney point out in the new *Personnel Handbook*, published by Gower in April, "The view of

the trainer as an instructor 'doing things to people' is now perceived to be an unduly narrow one."

The use of new technology is disseminating learning material through video cassettes, audio tapes (which can be used in a car) and computers and has added to the change.

Another new development has been a trend towards individuals being given the opportunities to manage their own learning. An example is Rothmans (UK) which has run a "self appraisal" training system for about eight years. This asks people to assess the work they have undertaken for the past year and goes on to ask them to question them about the basis for

Act on their own special needs

the preparation of an individual development plan. Frank Kenaghan, the chief executive of Rothmans, says that "We have put a considerable effort into counselling individuals on these questions, using both line managers and specialists." Managers often complain that they are too busy to go away on courses. This is one of the reasons more companies are working with professional institutions to develop on-the-job training packages. An example is the flexible study package developed by Trusthouse Forte in conjunction with the Institute of Personnel

Management. The course is a version of the IPM's professional education scheme but does not involve students in regular attendance. It aims to relate each student's studies to jobs and career expectations. Another type of new development involves links between companies and academic institutions.

For example, W. H. Smith is giving 2,000 of its managers the option to gain recognized qualifications up to Master of Business Administration (MBA) level.

This is being achieved through a link with Oxford Polytechnic which will validate the Smith management training as well as stipulating additional studies.

One of the conclusions of a recent Manpower Services Commission study (*Developing Directors*, published February 1987) is that effective management development will occur more often if based on normal managerial work, and that at least some direc-

tors already in post are prepared to consider and act on their own development needs. The report, based on interviews with 144 directors in 41 organizations, conducted by a study team from the International Management Centre, Buckingham, recommends that all organizations, even those with conventional successful development systems, should consider ways of encouraging "the integrated managerial" development. PT

Old-style pay talks fall out of fashion

Big changes have taken place over the last few years in the way salaries are assessed, writes Patricia Tisdall. The centralized pay-negotiation machinery that was such a feature of the 1970s is giving way to more flexible local arrangements in both public and private sectors.

Bonuses and incentive payments have already become an important component of many pay-packages and momentum is growing for a link to be forged between wages and profit. In the public sector, local authorities have been encouraged to opt out of national agreements while the new Teachers' Pay and Conditions Act provides for different pay awards to be made for different parts of the country.

Another example of the shift from the centre identified in the current issue of the Institute of Manpower Studies' journal is the formal notice given by Thames Water that it will withdraw from the water-industry national negotiations next year.

The push for a closer relationship between pay, business performance and the labour market at local level was a strong feature of the last Conservative administration.

Profit-related pay systems and employee share schemes were two specific innovations introduced by the last Government. Both were

given a cool response from several employer organizations, such as the Engineering Employers' Federation and the Institute of Personnel Management.

Nevertheless, partly because of privatization, they have developed deep roots. The proportion of organizations operating annual bonus schemes linked directly to performance has risen from about 25 per cent in 1980 to more than 66 per cent in 1985.

In 1975, fewer than 20 estimated 4 per cent of people of working age and above directly owned any shares. By early 1987 this had grown to 23 per cent.

According to George Copeman, a pay adviser and one of the founders of the Wider Share Ownership Council, a significant part of the increase is due to the growth of employee share schemes.

These have now risen from zero in 1975, he says, to more than 1,200 general employee schemes, and twice that number of executive share-option schemes.

Decentralized pay negotiations and profit-related variations in pay have brought acute new complexities for personnel specialists. Some have coped with the new demands by setting up "pay clubs" to swap information; others have called in external consultants who have experience across various company and industry boundaries.

PERSONNEL DEPARTMENT'S ROLE IN CHANGE — by WORKS MANAGERS

	Total %	Advanced technical change %	Conventional technical change %	Organizational change %
Personnel dept involved	46	50	13	80
Personnel dept not involved	52	46	87	20
Not stated	2	4	1	—
Stage of involvement				
Decision to change	14	15	1	30
Immediately after decision to change	20	19	2	50
After decision to tell workers	6	9	2	—
Later stage	6	7	8	—

Source: Policy Studies Institute/Personnel Management, Dec 1986

The outsiders paid to seek out the top talent

Like training and career development, recruitment is a technical function of personnel management increasingly contracted out to external consultants, at least in its early stages.

The approval of a shortlist of candidates by personnel managers and the final selection by line management remain strictly in-house.

But the initial process of advertising, interviewing and first selection is now handled largely by a complex array of private and public sector recruitment service companies, including advertising agencies, management consultants, employment bureaux, headhunters and recruitment consultancies.

With the placement of unskilled and semi-skilled staff now largely undertaken by Jobcentres and informal methods, the real competition is

The debate over selection and search is only one facing an increasingly specialist industry. Just as the financial sector has seen a growing integration of banking, broking, accountancy and other services, so the recruitment sector has experienced growing links between selection, search, advertising and general recruitment consultancy.

It is becoming common for recruitment-advertising agencies to offer consultancy advice on planning major recruitment campaigns, or for leading consultancies to offer a specialist mix of selection and search services.

Aggressive mergers have also created large agency groups offering general recruitment services in a variety of specialist fields.

The leading example is the Blue Arrow group, Britain's largest and one of the top six worldwide. Originally a small secretarial and industrial agency, it now owns the Reliance and Brook Street chains in addition to the executive recruitment consultancy Hogget Bowers and agency multiples in the U.S.

Personnel managers now perform a middle role in the selection process. The policy dictating or influencing the process is largely in the hands of senior and line management, with external services performing the early stages.

Personnel managers need to commission and assess the work involved. They also

Running away with the cash

need to ensure that these services are being used cost-effectively.

The current lack of contact on an equal footing between supplier and client in the recruitment industry is aptly summarized by Ian Toombs, assistant general manager and head of personnel at NEC Business Systems (Europe), who says: "Limited training procedures often produce unresearched proposals from consultants who disguise common prejudice as inside knowledge."

Time-pressured personnel managers also ill-define their problems, retreat into old solutions and an instinctive choice of recruitment method media and content. These two ignorances mutually support a co-boy mentality of an agency taking instructions from a client and then running away with the money whether or not the tea is produced."

Michel Syrett

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With this kind of growth, the UK's largest employment service is now in the position to become number one somewhere else. The World.



BLUE ARROW
PLC

SPECTRUM

Eye to the main trance

Should hypnotism be allowed back on to the West End stage? Bryan Appleyard meets the man most likely to restore it to respectability

For 25 years Londoners have been forbidden to see each other naked through a pair of big clown's glasses. A local law also stops them being told to mime a striptease, pretend to be Elvis Presley or conduct phantom orchestras. Stage hypnotism, in short, has long been banned in the capital.

But Andrew Newton, a talkative, bearded, 30-year-old northerner, is now challenging the ban. Last year he talked Westminster Council into allowing him 14 performances in the West End on a trial basis. His fourteenth is on Sunday at Wyndham's Theatre at 7.30pm and, on Wednesday next week, local councillors will meet to decide whether he has qualified for a full licence.

Despite opposition from medical hypnotists and from the British Medical Council, which believes that stage hypnotism could cause psychological disturbance, his chances look good. The officers who have been watching the show are expected to recommend that he should be licensed.

We are unlikely, however, to see his show on television. As long ago as 1946 the BBC conducted an experiment at Alexandra Palace, involving staff being hypnotized on camera. Staff in another room watched the process and some duly came under the influence. The corporation stopped any attempts to screen the process of hypnotism, although people who are already hypnotized can be shown.

Stage shows have also run into problems. In 1952 one Grace Rains-Bath successfully sued Ralph Slater who had "regressed" her on stage. She cried like a baby and suffered depression and anxiety for some months afterwards. That year Parliament passed the Hypnotism Act, which gave local authorities the power to proscribe such acts. The London County Council immediately imposed a blanket ban.

Elsewhere, however, the trade continued, especially in the northern clubs. Hypnotists have long been one of the staple "turns" on the working men's club circuit. It was from this world that Newton emerged. He is younger by a good 20 years than any of the old-time club acts and he is relentlessly ambitious.

Born in Manchester, he discovered his talent at school but regarded it as little more than a party trick. He studied percussion at the Royal Northern College of Music and was settling into a career as a timpanist when, during a concert interval, he wandered into

Gabby's Bar in Leeds. The conversation came round to hypnotism and he jolly put a French horn player under the influence. A crowd gathered. They bought drinks and a grateful landlord gave Newton a fiver for his performance. Soon he was taking £100 a night.

Trying to move into the big-time, he booked the Royal Court Theatre in Liverpool, but he came unstuck during his act when a boy who had been persuaded to think he was the world's greatest ballerina fell off the stage. He was not badly hurt but Newton's licence in Liverpool was not granted, and other councils grew nervous. In despair he left for New Zealand.

One year later he came back to discover the incident had been forgotten. He was back in business. Now he drives a brown V-registrated Rolls-Royce and tours the country with his two faithful roadies Sid and Jason.

His trial shows have drawn a cult following of young Covent Garden types — not what Newton is used to up north. "Down here," he explains, "you find they tend to be very analytical about what's happening. They are always questioning things. You don't get that in the north where they are more used to the idea of stage hypnotism."

The format of the show involves Newton calling for volunteers and sorting out the best by a simple hypnotic device involving clasped hands — those that can't unclasp them are the most suggestible. The ones that are left are hypnotized to the point where Newton can put them into a sleep-like trance simply by pressing their heads back and saying, "Sleep!"

What follows is horribly funny. His victims smell vile, non-existent smells. They leap to their feet, convinced they are great conductors or the Musical Muscle Man. They are told they can see everything except Andrew Newton. He proceeds to carry a boy from the audience across the stage; to the victims the boy is simply floating. Or they put on a huge pair of glasses through which they are convinced they can see the entire audience naked. The conviction of the victims as they perform each stunt is so complete that one's first reaction is embarrassment, followed rapidly by wild laughter.

In the second half Newton attempts to glue the entire audience's hands together. Perhaps 10 per cent find it has worked and have to come



Hypnotist Andrew Newton, aiming for a London licence: "I never do anything that will frighten the audience"

up on the stage to have them separated. The night I was there one woman had stuck hands and refused to come up on stage. Newton had to go down into the audience gently to separate her frozen fingers.

"I did that in Barrow once," he says, "and this bloke came up with his hands stuck. He kept trying to attract my attention but I ended up keeping him waiting for about 40 minutes. Then I noticed the theatre was filling with policemen and, by then, I had him dancing about like a hulk. It turned out he was a plain-clothes policeman and his mates had radioed for everybody else to come and watch."

Newton's style is low-key and far removed from the mystifications of the old-style stage mesmerists. All he is doing, he says, is "manipulating people's imaginations". He is

scrupulous in observing the terms of his licence — wiping out all suggestions before anybody leaves the stage and keeping them well away from plunging into the orchestra pit. His response to criticism is that the whole process is relatively mild and in any case he avoids any technique that could be remotely disturbing. His attitude is the straightforwardly libertarian one that, since hypnotism shows no signs of being dangerous, people should be allowed to see it.

The British Medical Association, however, objects on principle. A spokesman said it could cause psychological disturbances and, because the stage hypnotist could know nothing of the background of his subjects, he could not be sure about any "contra-indications" —

specific reasons why that person should not be hypnotized.

Dr David Waxman, president of the European Society of Hypnosis in Psychotherapy and Psychosomatic Medicine, said stage hypnotism discredited an important form of treatment, and anxiety and depression states could be made worse by it. He said the Home Office had drawn up a code of practice with the Federation of Ethical Stage Hypnotists but it had not been successfully implemented.

"I've seen Andrew Newton and he's a very good entertainer," said Dr Waxman, "but we look back with horror now on the days when nitrous oxide — laughing gas — was given to people for entertainment. I think the same feeling will one day apply to hypnotism."

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Amber nectar with class

Australian men are beginning to desert their traditional swill for fine wines. Can custom-brewed beer from the tap lure them back?

Australians are deserting the "amber nectar" for the red, white and fizzy, but a new breed of beer enthusiasts is trying to woo them back. Boutique breweries and beer appreciation classes are spreading in an attempt to inject a touch of class into the national "back oil" and heat off the challenge of wine and assorted other designer liquids.

Despite the popular myth of the tube-toting Oz male, beer consumption has declined dramatically, from an annual 142 litres a head a decade ago to around 116 litres. Wine consumption, running at around 22 litres a head, has more than doubled. And the fact that a lemon soda concoction called Solo is being marketed as "a man's drink" shows the insidiousness of the threat.

Mass-produced lagers such as Fosters, launched on the Australian public by two American brothers in 1888, still dominate the country's

Dogbolter and Brass Monkey Stout, the predominantly young clients do not mind paying a bit extra for something custom-made and slightly different. Meanwhile, work is under way to convert a disused incinerator outside Sydney into a brewery which will soon be exporting lager — to Germany. And the man behind this alcoholic equivalent of sending coals to Newcastle says Australians are now "discovering" beer with the same enthusiasm they have shown for wine.

"Fifteen years ago, our consumption was confined to sweet sherry, port and carinated wine," says Ian Pike, managing director of Balmoral Brewery. "We progressed to consuming imported wine, often of lesser quality than we were producing, but we thought it was better because

'We have gone beyond the hairy-arsed stage'

AS5,000-million a year (£2,170-million) beer market. Sweatshirts with brown liquid-filled zip pockets marked "In Emergency Break Glass" still make popular presents for exiled Australians. But micro breweries, emphasizing quality rather than quantity, are staking a 7 per cent — and growing — claim.

At the Sail and Anchor in Fremantle, Western Australia, real ale enthusiasts are offered a drink with a view of gleaming, functioning beer tanks. The first of a number of pub breweries, it has house beer of varying strength on tap, as well as a wide selection of imports. "We have gone beyond the hairy-arsed stage and now brew all kinds of beers," says Tim Wilton, licensee of the wine-bar style pub. "The idea is to educate the drinker, to let him know that beer is not just something to swill with his mates."

Attracted by the novelty of products with names like



it was more expensive. Now Australian wines, particularly red, can stand with the best in the world.

"Most wine consumption in Australia is of the bag-in-the-box type, but there has been a movement towards fine wines. Vintages selling at AS30 (£13) a bottle are invariably sold out and I think beer is due for the same upsurge of interest."

A Melbourne-based company called House of Hops gives lessons on which beers go with which food. It also offers tastings for true beer snobs, who wouldn't give a XXXX these days for a beer without bubbleosity or clagability.

Sally Dugan

Unlucky albatross

An albatross which wandered into the wrong hemisphere is close to coming of age as a bird of Britain. Each year for 20 years it has appeared on the cliffs of our wild northern islands, dwarfing resident guillemots and razorbills and even the great gannets. The bird, lost in these latitudes, seems certain to live out its days thousands of miles from the rest of its kind.

The black-browed albatross (*Diomedea melanophrys*) from the South Atlantic was first seen on the Bass Rock in the Firth of Forth in 1967, moving on to Unst in Shetland, where it has acquired the status of a local tourist attraction and a nickname, Albert (although the bird's sex is unknown).

Peter Ellis, conservation officer for the Royal Society for the Protection of Birds in Shetland, said: "The albatross lives among a colony of gannets on 400ft cliffs at Herma Ness at the north end of the island. The hoteliers are delighted. Birdwatchers come in parties from the mainland specially to see it. The bird is impressive with a wingspan of

The sad story of Albert, a Shetlands tourist attraction who will never see the south again

eight feet, but is very inactive by day, sleeping a lot on a platform it has made for itself by plastering mud around. In the southern ocean the species feeds on squid; here it must catch fish of some kind. It leaves these parts in August and reappears in February.

"Black-browed albatrosses live in great numbers in the Falkland Islands: they need winds to give them 'lift' because of their huge wings. If one somehow crosses the equator and the windless doldrums, it will have an awful job getting back into the southern hemisphere. Unfortunately, no other albatross has ever come to keep it company, though there have been instances of other single birds elsewhere in the past."

One was recorded over Chichester Harbour, Sussex, in 1974, another in the English Channel in 1982 and 6 were seen in the English Channel in 1983. In the Shetlands, 20 years from

1860 until it was shot in 1894, it was known to fishermen as "the king of the gannets".

Nine species of albatross, including the black-browed, roam over temperate and Antarctic waters and three are found in the central Pacific. Their reliance on winds to support epic ocean migrations is such that in calm weather they will settle on water and wait until one starts to blow. The still air of the tropical Atlantic is an effective barrier, and it is possible that those which do penetrate the northern regions have made the crossing as passengers on the superstructure of ships.

Relations between albatrosses and sailors have not always been happy. Coleridge put it vividly in *Rime of the Ancient Mariner*, who shot the bird of good omen with his

gunshot and infuriated his shipmates: "And I had done a hellish thing, / And I had done a hellish thing, / 'Twas this, / 'Twas this, / That brought the curse to blow!"



John A. Hill

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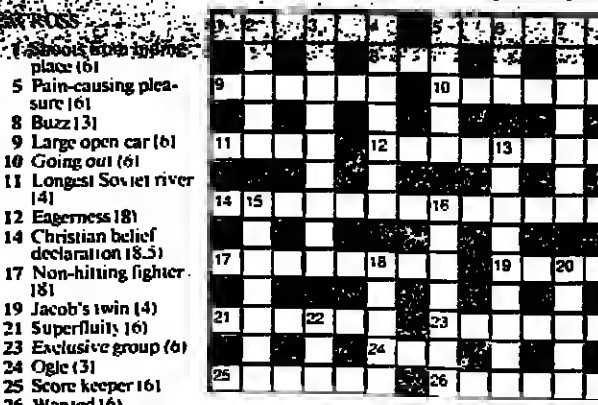
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THE TIMES DIARY

Squaring up to change

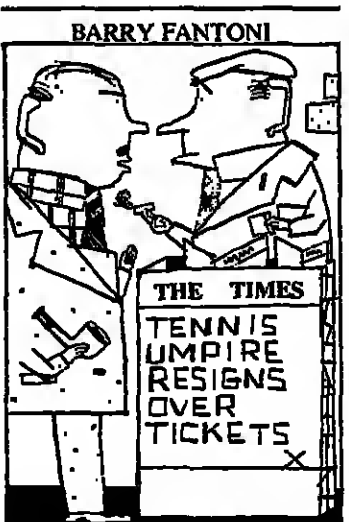
Fear and ambition together stalk the corridors of Conservative Central Office. At a meeting yesterday, Norman Tebbit left department directors in no doubt that he was planning major changes. Those Smith Square staff hoping for preferment expect the axe to be wielded swiftly to allow Tebbit to depart as chairman at October's party conference. Chief among those thought likely to go soon are presentation director Harvey Thomas, John Desborough, the chief information officer — said to be looking tired after his unprecedented election work load — and Sir Anthony Garner, a trusted Thatcher lieutenant who may, however, have outstayed his welcome as director of organization since 1976. Robin Harris, director of research, is one of the few likely to depart with his reputation enhanced by the election. Having worked for the department off and on since 1978 and produced possibly the party's best ever campaign guide, he says he is considering his next move. Insiders note that after jobs in the Treasury and Home Office, it will have to be something big — and he is in no rush.

Capital capers

Labour's chances with the electorate having been well and truly ditched for a while, the twice-muzzled London Labour Party has at last been given the go-ahead for its annual conference. Fearful of it sabotaging Labour's chances in the Greenwich by-election, Walworth Road switched its date from February to April. It was then postponed again because, said Labour Tower Hamlets Alliance council would not let it use Poplar town hall. However, Neil Kinnock's office was doubtless relieved that the "London effect", as his press secretary, Patricia Hewitt, dubbed it, was not going to be given an outing so close to the general election. Now that the battle has been won and lost, London Labour will meet on July 11 and 12 at the Elephant and Castle recreation centre.

Going back

For the reopening of the Royal Regiment of Fusiliers' museum this Friday, the Tower of London will be displaying not only the first VC awarded during the Great War — to Lt Maurice Dease — but the original prototype, approved by Queen Victoria in 1856 for conspicuous gallantry in the Crimea. It was donated by a Fusilier officer who was a member of Hancock's, the jewellers who made the medal. One big difference between the two, the ribbon of the original was light blue, as opposed to the present elate.



Apparently he asked for another 3,270 line calls to be taken into consideration.

Guarded

Only three weeks in his new job as public affairs director for the Hanson Trust, Michael Shea, the Queen's former press secretary, is edging into the limelight again. He is writing the synopsis for a West End musical about London which will portray members of the Royal Family and feature a tap dance version of Changing the Guard. The £1.5 million Triumph Theatre production boasts a score by Lynsey de Paul and the operation of satirists John Wells, Ned Sherrin and Spike Milligan. Although Miss de Paul assures me that the royals will not be subjected to the Spitting Image treatment, Shea, a sometime thriller writer and David Frost collaborator, was yesterday distancing himself. He told me: "It's a totally new departure for me, but I'm only on the periphery, and nothing's definite yet." Her Majesty doubtless anxiously awaits her invitation.

Gear change

Americans have long been able to eat, go to church, watch movies and withdraw cash from the bank without leaving their cars. Now they can pay their respects to the dead in the same privacy and comfort on the at two funeral homes in Florida. Mourners pull alongside a special window where the deceased is displayed on a tastefully lit platform. A pull-out tray enables the visitor to sign the condolences book. Directors of the establishments, in Pensacola and Jacksonville, report brisk business.

PHS

Aids: liberty before life?

by Brenda Almond

One single case stands out among the many complex statistics presented to the third international conference on Aids in Washington earlier this month: that of a Belgian civil engineer who contracted Aids while working in central Africa, returned home and, in the year or two before his illness emerged and his death, had sexual relations with 19 women. All were traced, and 10 were found to be carrying the antibodies indicating the presence of the HIV virus.

Further statistics can readily be supplied by speculation and imagination. The engineer's address book was unlikely to be composed of women who confined their attentions solely to him, and the multiplier effect is stunning in its implications. If each of the 10 had passed the virus to another six, who had passed it to... Here the urgency of the new campaigns aimed at heterosexuals becomes apparent. HIV infection, with its long latency period and its current essential untreatability, is a deadly chain-letter in all "sexually liberated" societies.

Two solutions are proposed: abstinence or sexual relations with one partner only; and, by those who wish to preserve the basic pattern of the sexual revolution, condoms or "safe sex". But neither

of these provides an adequate answer. Sex will never be confined entirely within the framework of long-term faithful relationships; often it will be reckless, irresponsible and unprotected.

What is more, one aspect of sex which always tends to be overlooked in the Aids controversy absolutely requires that it be unprotected, and that is sex which aims at pregnancy. Significantly, the motif for the fourth international conference on Aids in Sweden next year shows a man and a woman protectively holding the hands of a young child. The problem now for the world to address is nothing less than how to preserve the future.

But for the present generation, one other statistic may be cited — a statistic acquired independently of last month's conference. Staying with friends in a small apartment block on the borders of Greenwich Village in New York a day or two before the conference began, they told me matter-of-factly that three people in that block had died of Aids in the past year or so.

The response of some countries to the crisis is to introduce compulsory testing of particular

groups such as prisoners, immigrants, or applicants for marriage licences in order to identify people who have contracted the virus. This is a matter of controversy in the US, where the announcement of President Reagan's proposals on these fronts caused most of the protests and demonstrations at the Washington conference.

More countries have, however, agreed that Aids cases must be reported. British measures remain confined to an educational campaign, with no mandatory testing for the virus and no compulsory reporting of Aids. Even the notion of anonymous testing to establish the extent of the presence of the virus in the population has been rejected, though there can be no rational objection to this.

Meanwhile, researchers in many countries focus on cohort studies, studying the proportion affected in an arbitrarily selected group of people rather than the "cluster" studies that revealed the deadly ramifications of a James Bond life-style in the age of the jet plane in the case of the Belgian engineer. Clusters were very much in evidence, however, in the

moving demonstration outside the Washington Hilton organized by gay activists, some of whom carried placards with names of eight or 10 dead friends.

Much of the opposition was directed against the "moralizing" of these issues, and truly moralizing in any true sense is out of place. Civil libertarians appeared, however, to draw the wrong conclusions from this. Indeed a political polarization developed in which some seemed to believe the protection of liberties was more important than the protection of life. There was talk of a "right to ignorance", meaning that one might justifiably ask not to be given devastating news of a positive test result.

But the true ethical and legal issue here is each person's responsibility not to be a link in the virus's deadly chain, and public policy must be addressed to securing the support of all groups to address this problem seriously.

What is clear, however, is that in the absence of a vaccine or cure, the virus will increasingly move to the centre of the world stage. This will be precisely because the issue is not one of morals, not even one of rights, but one of survival. The author is reader in philosophy and education at the University of Hull.

Robin Oakley examines the post-election strains that could doom Labour

As they face the formidable task of rebuilding the Labour Party into an election winner, Neil Kinnock and his colleagues know they will never again oust the Tories until they have destroyed the Alliance as a political force and won back much of the middle class who have deserted to it.

Perhaps the most worrying aspect of the election result for Labour was the size of the Alliance vote. Opinion polls during the campaign showed it slipping to around 20 per cent, but then it edged up. On the day, although resulting in only 22 seats, 7 million people cast their vote for SDP and Liberal candidates. Labour had failed to squeeze the Alliance as much as it had hoped.

To win back that support, Labour must marginalize the far left and cease to be the party of the unions in the crude and obvious way it still remains.

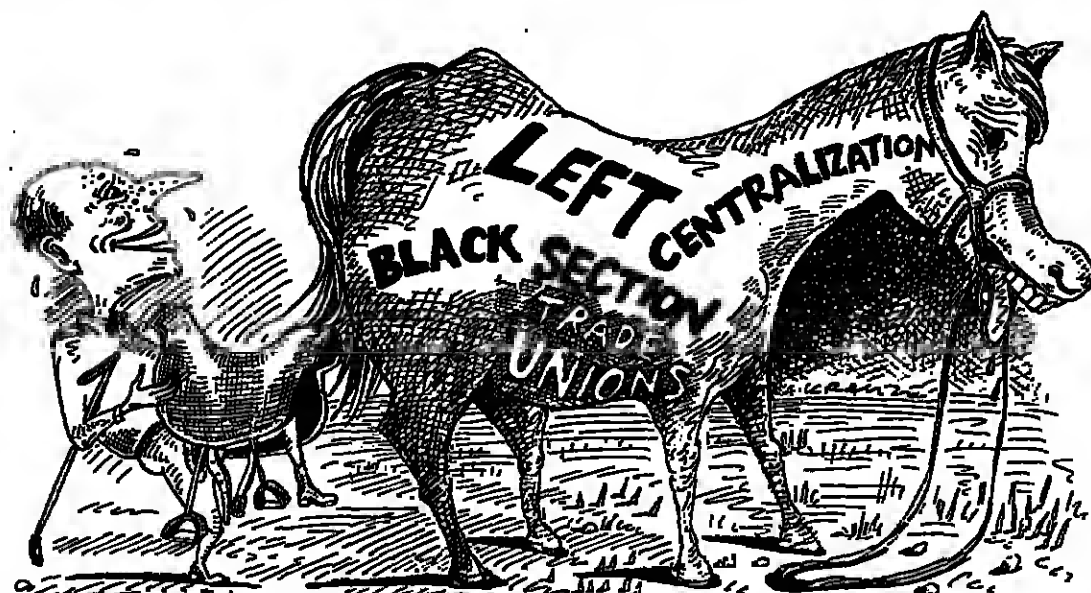
A MORI poll in *The Times* showed that a great majority of trades unionists, backed the Conservatives' further planned union reforms — providing for secret ballots before strikes, protection for those who do not wish to join a strike and the regular re-election of union leaders. Yet Labour is pledged to oppose them.

Somehow that commitment has to be wriggled around. But how can a Labour leader afford to ditch the union link when the unions still provide around 90 per cent of the funds with which the party fights an election and 40 per cent of the votes that elect him? There is only one possible way, and that means Mr Kinnock living up to a promise he made on being chosen leader: to build up a genuine mass party of individual members.

The announcement of those five million majorities for policies adopted at its annual conferences makes Labour sound like a mass party. But those are trades union votes, a cardboard army paid for vote by vote in affiliation fees. The true membership is probably no more than 400,000. Mr Kinnock must begin with a recruiting drive to make Labour a real party again.

But how is he to marginalize the hard left? Kinnock says that extremists will have no influence on the character, policies or leadership of his Labour Party. But the 69 new recruits to the Labour benches at Westminster include only 17 supporters of the centre-right against 32 soft left and 20 far left. The Parliamentary Labour Party will contain 88 centre-right, 84 soft left and 57 far left. Any further attempt to move to centrist policies to capture the middle ground from the Alliance will bring noisy accusations that Kinnock is selling out.

The Tories will have their goods at the ready and a few well chosen



Now Kinnock faces his biggest battle

words from Ken Livingstone, Paul Boateng, Alan Meale or Bernie Grant will be enough to undo the good that almost any bland policy statement may have done. The battles will not be quiet ones. And if there is anything the voters dislike as much as a party dominated by the hard left it is a party riven by internal feuding.

Kinnock, aware that any battle to crush the hard left will create enormous disaffection among Labour activists, is nevertheless planning two courses of action. The first, the introduction of one man-one vote in the selection and reselection of MPs, will, he believes, stop small groups of hardline activists dominating the process and holding the whip hand over MPs. It will also make constituency parties more representative of the views of ordinary Labour supporters.

Kinnock has already lost one attempt, in 1984, to introduce precisely that reform. Whether he can sew up enough union votes this time to push it through depends on a meeting next month of the Transport and General Workers Union, with its 1.25 million votes.

The other proposed reform which union power brokers have been told that Kinnock is after is a restructuring of the national executive. In recent years it has often

been dominated by the left and although now in the hands of the Kinnockite soft left and centre-right it still provides a handy platform for the Benas and Skinners. The aim is to give the shadow cabinet and Parliamentary Labour Party more power and the national executive and party conference rather less.

It makes sense for Labour to have a top party body on which the stalwarts of the regions count for more and the maverick far left MPs for less. But the trauma involved in achieving such a reform are likely to be enormous. For a whole decade, Labour activists, disgusted by the way past Labour governments had "sold out" their cherished socialist principles, fought for greater "accountability" to the rank and file. That was what led to the reselection of MPs and to the establishment of an electoral college for the Labour leadership. The third prong the activists sought was greater control over party policy and the Parliamentary Labour Party.

If Mr Kinnock were now not only to deny them what they still seek but also to take away much of what they have gained already the ructions could well be enormous. The final crucial question is one of policy. Senior figures in the Labour Party now acknowledge

that its unilateralist defence policy makes Labour unelectable. Even Kinnock has been edging away from it step by step, first saying that the dismantling of US bases would be negotiated over a period, then saying that cruise could stay while INF talks continued, then hinting that even Polaris could be kept in mothballs for a while if strategic missile talks followed.

And in an interview with *The Times* last week he admitted, "Of course I could lead a Labour party that didn't have the full commitment to stopping Trident". Efforts will be intensified by the right to put that defence policy into reverse. But if Mr Kinnock does agree to let it slip then he will lose his last lifeline to the left and there will be the bloodiest of battles on the conference floor.

You have to feel sorry for him. Facing a prime minister pledged to kill off socialism, he leads a demoralized army with an awkward squad whose gags are about to come off.

He has to reform the class base of his party or see it doomed to progressive decline. But any attempt to do so will be greeted by his most active followers as a sell-out. To make his party electable once more he has to ditch the item in its 1987 manifesto which was dearest of all to his own heart. He has to detach his party steadily from its major source of finance.

And at a time when their strength in Parliament has never been greater, he has to mount the final battle with the left for the soul of the Labour Party which so many of his predecessors shirked. The irony is that such a battle in itself will draw attention to just those elements in the party which the public likes the least. And they will do more than anything else to ensure the continued existence of the Alliance, without whose demise Labour can never hope to govern Britain again.

Lakeland: the case for a wider trust

since March 1984, but with poor results. Only £300,000 has been raised in three years to be set against the backlog of £7.5 million and an estimated 12 million visitors a year.

This poor response is not surprising because the Trust has been remarkably reluctant to press its appeal. The figure of £7.5 million was first given to prospective subscribers and helpers in April 1984, but has not yet been placed before the public. Moreover, National Trust posters in the Lake District over the last three years showed quite clearly that the appeal takes second place to obtaining more members for the Trust.

Why has the Trust been so reluctant to press its appeal? Perhaps because membership fees may be spent on any of the Trust's properties. An article last year by Dr David Clark, a member of the executive committee of the Trust, suggested that the Trust is now primarily concerned with grand houses and their impoverished owners. Hence funds which should be spent on the land are being diverted to stately homes and gardens. The Trust strenuously denies these charges. But its published accounts so lack detail that ordinary members are unable to decide on the evidence.

Even so it is occasionally possible to glimpse behind the veil. Quite apart from other expensive rescue operations the National Trust in 1985 gave £1 million towards the decrepit Calke Abbey. Yet the size of this sum was not mentioned either in its annual report or in its published accounts.

While there is thus ground for disquiet on policy at headquarters, there is also cause for concern over administration in the Lake District itself. The local officers were reluctant to supply the appeal committee with detailed figures of the Trust's needs. Hence, a members' resolution at the 1986 AGM asked the council to produce a survey. The motion failed, despite being supported by more than 6,000 members.

It may seem surprising that such a survey had not already been prepared as an appeal for funds had been running for two and a half years. But some light is shed by the Department of the Environment's nomination of the National Park as a World Heritage Site. The first two supporting documents were provided by the National Park Authority and the National Trust to set out the planning and conservation strategy followed by each body. The Park Authority document, *The Lake District National Park*

Plan, revised 1986, a complete update of the previous 1981 report, consists of some 160 pages with 35 maps and 14 tables which analyse and quantify the problems of the park, and sets out guidelines for the next five years. The Trust's document, *A Strategy Plan for the National Trust in the Lake District*, is a small pamphlet published in 1980 (with minor updates in 1983 and 1984). Leaving aside a page length mainly of self-congratulation, we are left with seven pages of generalities which make no mention of any backlog of conservation work, or of the appeal, or of any remedial measures. One begins to ask if the Trust has either the will or the competence to look after the Lake District properties to preserve "their natural aspect features and animal and plant life", as laid down by Act of Parliament.

The conservation of the central Lake District, both Trust and non-Trust land, presents a large problem, but one which is manageable provided a joint effort is made by everyone involved. The National Trust, the National Park Authority, the Nature Conservancy Council, North West Water, the Forestry Commission and the Countryside Commission all have interests, and duties, in the conservation of the district, as also do the very many visitors. The time has surely come for a great cooperative effort by all concerned.

John Wilks

The author is a fellow of Pembroke College, Oxford.

Ben Pimlott

Building afresh from defeat

"This is the last day of Thatcherism," Neil Kinnock confidently declared less than a week ago. Such was his captivating brilliance during the election campaign that instead of being greeted with derision the claim heartened his supporters. Now, Labour's kingdom of the poor and needy must contemplate another term of servitude. What went wrong? Can anything be done to prevent it happening again?

The answer to the first question may be that nothing did. Given that Mrs Thatcher had established a solid base among a large enough minority of the electorate, no amount of Labour sedatives on the one hand, or appeals to conscience, on the other, could have shifted her. The immobility of the Tory rating in the polls during the campaign tells its own story. Labour picked up some support, but none came from the Tories. There is no reason to believe that a different stance on any particular issue would significantly have dented the Southern, suburban Tory armour.

Mrs Thatcher seems to have created as fierce a loyalty in one section of the population as she has aroused bitterness in another; and loyalty, alas, is a more formidable defence than reason. An answer to the second question, therefore, may be that the Tories are invulnerable until, as must eventually happen, they offend part at least of their own constituency of the better off.

Yet Labour cannot afford simply to wait for something to turn up. If Labour has re-established itself as the main recipient of anti-Tory votes, the Alliance is not to be written off. While Labour has suffered its second worst result, the political centre has achieved its second best: the familiar pattern of SDP or Liberal by-election successes may soon recur. When the rock of Tory support begins to crumble there will still be a battle over the pieces.

Popularity is not a sign of virtue in politics; but, in a democracy, it is an essential ingredient. As Robert Worcester's analysis in *The Times* on Saturday showed Labour cannot continue to appeal mainly to rapidly shrinking segments of the electorate, even though the moral claims of those it still attracts may be the greatest. Mr Kinnock will no doubt be gratified to know that Labour retains a 38 per cent lead among council tenants. But it is the vital statistic 43:32:33 which his party needs sorely to bear in mind.

This shows not only the proportions of the popular vote taken by the three main parties last Thursday but also indicates the level of support for them among the critically important category of working-class owner occupiers, a high proportion of whom live in the relatively prosperous South East. Labour's gestures towards this expanding group of voters have so far been painfully insufficient. The post-'87 challenge must be to work out how skilled manual and white-collar property

owners can be turned from people to be appeased into the party's central target, without any moderation of the campaign on behalf of the dispossessed.

Broadening a party's appeal requires more flexibility in response to changing public desires than Labour has, in the past, been able to show. But it is also about taking the high ground in the non-party policy debate: first convincing itself, and then influential outsiders, as a prelude to convincing the people.

No less a populist than Enoch Powell once remarked that winning elections is about giving the voters a tune to hum. Labour would do well to remember that thought, while forgetting who expressed it. The problem for Labour is how to compose the music. Here, its market researchers should not be permitted too prominent a role. The task is both more intellectual and more intuitive than a simple analysis of issue-based poll data can cope with: one of anticipating the national mood, and discovering how it may be led.

Labour may, indeed, learn lessons from its own past. The two previous defeats which are most comparable are those of 1935 and 1959, both of which were followed at the subsequent election by outright victory (though in the first case it took ten years and a world war to produce one). In 1935 Labour had fewer seats than in 1927 but recovered votes lost in 1931; in 1959, a third successive defeat seemed to push Labour even further from office than before. Both results led many to wonder whether Labour could ever achieve power again, and both resulted in leaders rethinking their electoral strategy. After 1959, Hugh Gaitskell caused a damaging split by trying to make the party abandon its socialist commitment, succeeding only in entrenching it more firmly. The 1935 election, too, was followed by party ructions, mainly over proposals by the left for an extra-parliamentary movement.

But the special interest today of these two setbacks is the impetus they gave to policy-making. Neither post-election phase saw the jettisoning of policy; both saw the sharpening of it. In the late 1930s groups such as the New Fabian Research Bureau and the City-orientated XYZ Club constructed a Keynes-based road to the socialist plans of 1945. Similar bodies refined the ideas of Anthony Crosland in preparation for Harold Wilson's triumph in 1964.

In 1987 Labour's paradoxical, strangely inspiring defeat could encourage a similar episode of fertility. Properly handled, a period of serious thinking about policy might help to marginalize the distracting conflict between Labour left and Labour right — as eventually occurred before the famous victories of the past, 1987 has not provided El Alamein, as some, perhaps naively, had hoped. But it could yet be turned into Dunkirk.

however... Henry Stanhope

Plonk yourself by the bar

The quality of wines served in pubs has recently been questioned in *Which?* magazine, as well as by our own wine correspondent. Some of them, according to *Which?*, might have been put to better use cleaning drains.

This does not come as any great surprise to those of us accustomed to scouring out the sink with the odd half-bottle of Montechet. What I find remarkable is that it has taken them so long to find out.

When I was young the only white wine you could usually buy north of the Bayswater Road was called Graves — served warm or cold depending on the weather we were having. Times have changed. Today, presumably because we drank up all the Graves, the only wine you can get in the North, in Edgware and Hendon, for instance, is *Muscadet*, which tastes much the same.

The point I am working my round to, however, is that he who goes into the Pig and Whistle and inquires about the pedigree of the claret usually gets what he deserves: an earful of *appellation unconnue*. It's like entering a motorway service station and asking for Bec Olives ("Not in here love, try the bar").

The average English pub has a number of limitations which stretch far beyond its choice of *vin tres ordinaires*. Like the great British breakfast, it is a national institution which has been going through lean times.

No doubt the ideal inn exists in heaven, where a genial mine host, his cheeks as plump and pink as marshmallow cherries, and his eyes no less twinkling than the glasses behind the bar, welcomes his clientele with a beaming smile.

"Good morning sir — and what a lovely morning it is," says the landlord of the Harp and Two Cherubims. "Now what can I oblige you and your lady wife with today? A little glass of St Emilion perhaps? Tried and tested by Mr Emilion himself — what an old angel he is to be sure."

No mixing up your Blue Nuns and Benedictines up there, as a busy little barmaid, as Cuckney as they come, bears a look of loathing real ale round the oak settles and real leather chairs — grouped round an open log fire.

The average pub landlord on earth is, by contrast, a surly old cove who has been on his feet all day making money for the brewer — which would sack him quicker than you could say "licensed victualler" if he didn't. To ensure that he does, he has therefore installed a juke box in one corner and a pinball machine in the other — both of which are now surrounded by leather-jacketed youths who make threatening gestures to anyone who complains about the noise.

There, enveloped by a décor of brewers' plastic and mock Pirelli, one battles one's way to and from the bar, with the grim determination and lack of scruple that once brought our forefathers victory over the Zulus and Ashanti.

It is sometimes said that you can never be alone in a pub. Nor can you for that matter on Waterloo Station or in Trafalgar Square, the difference being that in the saloon bar of the usual local hostelry, people are, as it were, flung together.

Somebody once spilled half a pint of beer on top of me in a crowded London pub. He seemed more aggrieved over the loss than concerned about my welfare and, given a certain discrepancy in size between us, it was not a point of priorities which I felt obliged to pursue. But it illustrates my point that to enter a pub in this country you need to be young, well-proportioned and in pretty good physical condition.

There is also an assumption that every British inn is packed with witty conversationalists who are waiting for some willing interlocutor. Not so. Try saying "Good evening" to the man staring morosely into his half of draught Guinness beneath the dart board and just see what happens.

He will, I assure you, either talk about growing roses. Tenebris and Ken Livingstone; turn out to be an inebriated alcoholic; or regard you with the wariness appropriate to one who has just been accused by a total stranger in a public bar. If, on top of that, he offered him a fragment of Giscard or a round, full-bodied, robust goblet of Beauvill — it would, I'm afraid, only serve to confirm his worst suspicions.



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SOVEREIGNTY NOT ON AGENDA

President Alfonsín's reminder at the weekend of the need for fresh talks about the Falkland Islands lacks the ideal timing which it needed. Overshadowed by a mutiny which threatened his frail democracy in Argentina, he must have delivered it more in hope than expectation.

The Falklands remain an issue which Mrs Thatcher may have to turn to during her third term of office as Prime Minister, with a view to securing a better long-term solution. But events in Buenos Aires must have lowered its several places in this Government's order of foreign priorities.

This is not to oppose or discourage the reopening of negotiations between Britain and Argentina. Steps towards normalising relations are long overdue — though Buenos Aires rather than London has been guilty of dragging its feet.

This Government's attitude has consistently been that talks should begin on fishing rights, trade and war graves with a view to the ultimate restoration of full diplomatic relations. On the central question of Falklands sovereignty, Britain has refused to be budged — and this, to nobody's great surprise, has been the only thing Argentina will discuss. It was this divergence which led to the immediate breakdown of the one and only attempt at negotiating, at Berne in 1984.

Earlier this year, there were signs that Señor Alfonsín was beginning to adopt a more pragmatic approach. A Buenos Aires initiative on the dispute over South Atlantic fishing was fed to Whitehall through Washington. This prompted a reply from Whitehall and a further proposal from Buenos Aires — which is still being considered by the Foreign Office.

Meanwhile, however, Señor Alfonsín's own government was shaken by an army mutiny at three barracks in April. Optimists saw in the President's confrontation with the rebels the triumph of mind over matter — and victory for his regime in Buenos Aires. According to that interpretation, the President survived his baptism of fire, to emerge much stronger than before.

Pessimists point out that he did so only after making important concessions to the rebels, replacing senior officers they disapproved of, arresting only two leaders of the mutiny and dropping charges against about 40 others who were accused of the violent abuse of human

rights during Argentina's "dirty war." According to this interpretation, Señor Alfonsín was encountering only the thin end of the wedge. Next time the army's demands could be wider-ranging and its challenge to central government more overt.

One argument in support of a more flexible British attitude on Falklands sovereignty has been the need to fortify democratic government in Argentina. By allowing Alfonsín to demonstrate to his military that he could win more by negotiation than they could by force, Britain would be helping its own interests in South America — and lifting the threat of warfare from the Falklands.

From Señor Alfonsín's point of view, he needs that kind of help never more than now. On the other hand, the recent events in Buenos Aires showed most vividly the capacity of the army for fresh violence. Señor Alfonsín must realise that in the uncertain atmosphere which pervades Buenos Aires today, the extent to which Britain could make concessions on the Falklands must be limited.

This is not to argue the case for continuing diplomatic stalemate. The moves which Argentina has made on fishing rights seem to reflect a wish to pick off certain issues, one by one. The United States, which is acting as a postman between the two, is certainly anxious to see an end to the Anglo-Argentine quarrel, for the sake of its own Latin-American interests. So too are the European powers.

Britain, for the reasons outlined above, can hardly enter into any negotiations on Falklands sovereignty in the shadow of the Easter mutiny in Buenos Aires. But it is not beyond the ability of diplomats of both countries to devise an open agenda which would allow accelerated progress on the other divisive points.

This may not be the best time even for that advance. Señor Alfonsín might not think it prudent to remind his electorate just now that he is contemplating talks in which sovereignty will play no major part.

There is the argument that the islands will not prosper without the restoration of their Latin American links and will remain an expensive, diplomatic embarrassment until some solution is found. But if the pressure on Mrs Thatcher to do so has slightly eased, it is the Argentine army she has to thank.

BEYOND THE BAR

Measures that would enable members of the public to have their complaints about the functioning of the law dealt with more easily and more quickly are always welcome. When the proposed measures apply to complaints against a group with so entrenched an ability to look after its own interests as the Bar, they are worth examining in some detail.

A report commissioned by the Bar Council recommends the introduction of an arbitration procedure through which clients can lodge claims for compensation against individual barristers whom they believe to be guilty of professional misconduct. The recommendations go before the Bar's professional standards committee next week for approval.

At present, the cost of litigation deters all but the largest claimants or the boldest plaintiffs, so any measures that make life simpler for small claimants represent progress. None the less, the effect of any new procedures is bound to be limited by the existing immunity of the Bar from negligence claims arising from work done in court and pre-trial work which is directly connected with it. The question then is whether barristers should still enjoy immunity from being sued for negligence.

A traditional reason for this immunity was that barristers were unable to sue for outstanding fees. In return, they were protected from negligence suits. However, the climate in which the legal profession works has now changed and it is difficult to see why the rules should not change too. After all, other professions are given no similar protection. Should not the Bar be prepared to suffer the same penalties if it wishes to enjoy the same benefits as the rest of us?

The other reason often cited for the unusual degree of protection afforded to barristers is that the administration of justice is served

better by a lawyer who is not afraid that he will subsequently be sued for negligence. There seems no good reason, however, why the unfortunate client should have to suffer incompetence from the barrister appointed to act on his behalf without also having an opportunity to seek redress.

At a time when the restrictive legal practices are coming in for scrutiny as never before, there is an opportunity for real reform and it would be a pity if the opportunity were missed. So far as the Bar is concerned, tentative moves to allow the professions — accountants, architects and others — to have access to barristers direct, rather than through solicitors, means that the contractual relationship between barrister and client will probably have to be re-examined sooner rather than later. The question of negligence and compensation for negligence is likely to arise in this context.

The other main proposal of the report commissioned by the Bar Council relates to complaints by judges about the conduct of barristers. Until now it was usually understood that judges had the responsibility of ensuring that standards in court were maintained. Now, it is proposed to introduce formal channels for complaints. But if — as the need for new measures suggests — standards have slipped, then the judges must share responsibility.

The Bar has been concerned for some time about the trend for bright young lawyers to become solicitors rather than barristers, and the new complaints proposals come as the Bar is introducing a new training programme in an attempt to stem the flow. If the Bar is now seen to be taking constructive steps to raise standards of conduct and accountability among its existing members, that should go some way towards improving its image — and, with time, its intake.

MEAT OF POWER

In the din of the election campaign, a little industrial dispute in London did not attract all the attention, and outrage, which it deserved. Little in terms of the size of the firm, that is, and the number of workers involved — but big in terms of symbolism, not least for showing that abuse of union power still exists.

This abuse has been curbed by a combination of new laws, braver employers, and the unemployment which it brings on itself. But it has not been banished from the everyday British economy yet.

In Smithfield meat market, Allied Meat Importers (AMI) refused to fill a vacancy with a porter nominated by the Transport and General Workers Union. The union, rather than the various firms which make up the market's employers, had since the mid-1930s decided who worked there. Naturally, the market therefore employs many more porters, and much less machinery, than it actually needs — with consequent higher costs to the consumer.

So porters refused to handle the firm's meat. The firm resorted to labour which was independent of the union, and meat was moved last week amid picket lines and police. Smithfield's porters had voted overwhelmingly to resolve the matter by a strike if necessary. But the union leadership, perhaps anxious to avoid a strike at a time when Mr Ron Todd (the general secretary) was sharing election platforms with Mr Kinnock, opted for ACAS arbitration.

After the talks the firm announced that, with "great reluctance", it was withdrawing from the market, with the loss of four porters' jobs. An understandable fear behind AMI's decision was that, if the dispute continued, the union

might cripple the firm's distribution network in Britain.

So the result has been that four of the union's men were put out of work, one employer is at the moment gone from the market, and the consumer is no nearer enjoying the lower meat prices which would result from the bringing of modernity to Smithfield.

The dispute is from the archaeology of British industrial relations — although there are plenty such relics left. The eerie quality is emphasized by some of the Smithfield "work practices" to which it drew attention — practices reminiscent of Fleet Street, and motor manufacture, in the heyday of British restrictive practices.

One or two men with a forklift truck could do all the jobs which the union says must be done by about six. Earnings are said to be up to £600 a week. Since the work can be got through early in the day, there is time for the customary cab driving in the evening.

This is monopoly in action. The enforcement of such a monopoly keeps up the price of labour and perverts free enterprise as much as does any employers' monopoly to keep up the price of goods. It does not save jobs. It merely keeps monopolists in jobs.

Other people, who are not visible in the dispute, lose their jobs or have fewer of them. Those people include the workers who make modern meat-shifting machinery, the workers who stand to gain from lower meat prices, the would-be porters denied work at Smithfield, and (in the end) the labour monopolists themselves who make it unprofitable for firms to stay in business there, or for the famous old market to be developed and survive.

Tensions within the Alliance

From Mrs Nicol Glynn
Sir, It is not the result of the election that makes me feel sad for Britain. It is the disappointing result of the SDP and Liberals.

For the sake of our country I urge David Owen to continue his party's fight for political recognition and success. The gulf between the Conservative and Labour parties is immense. The SDP should look to bridge the gap and not be washed away by the flood tide of disparate views on either side of them.

If the electorate did not seek the middle ground in this occasion I believe that, after another five years of increasing political divide, they will be eager to embrace the SDP and all that it offers at the next election. For the good of us all, we need such a government.

Yours faithfully,
NICOL GLYNN
The Innocents,
Berrick Salome, Oxfordshire.
June 12.

From Mr Reginald Watts
Sir, As a public relations consultant, I am surprised that anyone should be surprised at the way the Alliance snatched defeat out of the jaws of victory. Just because the Alliance were riding high prior to the election didn't mean that the British electorate would accept them as a viable party when they came to choose who should govern them.

As a nation we have more than four generations experience in the democratic process. More than any other nation. The concepts and principles needed from a party wishing to govern the nation are accepted and passed down from one generation to another. It has become part of the British character and social mores.

Between elections the British indulge themselves — "yes, we need a moderate middle of the road government" or "we should give the under-dog his chance" — and these views are reflected in polls and by-elections. When the crunch comes, however, even the most politically illiterate voter understands that the Liberal Party and the SDP are different and that no amount of superficial packaging can turn them into a coherent party.

Elections also know that if you hope to rule a country or play a part in its affairs an organisation must have one leader. Even if it is possible to merge the SDP (the acceptable face of socialism) with the Liberals the Alliance still has to have one leader. From a public relations viewpoint the projection of the two Davids was a classic error. It re-inforced the fact there were two parties.

It was a strange sensation to see those massive "The only fresh thing on the menu" advertisements going up in the final week, knowing that what they were actually saying was that, "We are not a party capable of leading the country because we're not really a party".

Yours faithfully,
REGINALD WATTS,
1-11 Hay Hill, W1.

From Mr Richard S Rowntree
Sir, As a previous Liberal parliamentary candidate who advocated Lib-Lab co-operation many years before the parliamentary pact of the two parties, I see a potential opportunity within today's severe electoral disappointments for both Labour and the Alliance.

Dr Owen's final breach with the Labour Party was on the issue of one member one vote. Mr Kinnock is now appealing to Liberals to join the Labour ranks. As long as the Labour Party maintains its present undemocratic and increasingly archaic block voting system there can be no question of such a suggestion even being considered.

But if the necessary constitutional changes were made to provide every member with a vote of equal influence, the foundations would thereby be laid for the kind of political realignment that the country urgently requires.

A Labour Party adapted as an acceptable home for the majority of Liberals and Social Democrats would provide the only alternative to the Conservatives with assured prospects of effective political power. A purely Marxist party would then inevitably arise to harbour the far left and thus the country would achieve the only pattern of a three-party system suitable for the effective operation of the democratic process in modern conditions.

Yours sincerely,
RICHARD S. ROWNTREE
Kingshorpe House,
Pickering, North Yorkshire.
June 12.

Serendipity

From Mr Clive Jones
Sir, It is unique in my 30 years' teaching experience to be able to credit an examining board with prescience. On Friday last I was supervising the A-level French paper of the Joint Matriculation Board and in order to distract my mind from further musing on the meaning of the election result, I opened a copy of the paper

The first question in the "free composition" section read: "Dans les démocraties modernes on ne gagne les élections qu'en faisant appel au matérialisme des électeurs. Vrai ou faux?"

Yours faithfully,
CLIVE JONES
10 Cromwell Drive,
Swanwick, Derbyshire.
June 13

Reflections on the Tory triumph

From Mr Sydney Shenton
Sir, Your pleased announcements of Conservative success were received by a wide range of friends also with great relief, they having been scared almost out of their wits by the destructive implications of a whole range of Labour policies. I am left however with some feelings of unease.

Firstly, because the trumpeting of our economic achievements have been much overstated, deliberately and subjectively exaggerated. Experts within the party have presented the most favourable figures selectively, and the rest have been believed.

Growth, balance of payments as the oil runs down, manufacturing competitiveness and employment are all going to present problems which will loom large, sooner rather than later. There has been little sign of the much needed improved cooperation between government and industry.

Uncontrolled market forces, in addition to inflicting long-term damage environmentally, have also seen substantial contracts placed overseas. Urgent considerations of both patriotism and self-interest suggest these could easily be monitored, with our exporters and manufacturers given a justified margin. Teeth and bane could be injected into the Think British campaign for a relative song.

Above all, there should be more work and dedication towards the answer to the prayer of 1979 for national unity, hope and justice. We have the right to expect that the next four years will bring us nearer to these goals.

Removal from the Cabinet of all traces of dissent is unlikely to help. Flexibility, and early acknowledgement of error, with consideration of all alternatives is the proven way towards progress.

A nation so clearly now divided politically as well as economically urgently needs policies which close and do not widen the gulf between rich and poor. Wealth to be fruitful, like manure, must be evenly spread.

Experience and a renewed firm power base should encourage the Prime Minister to tackle these issues, but their persistence is the reason so many old style Conservatives, like myself, remain apprehensive.

Sincerely,
SYDNEY SHENTON,
95 The Crescent,
Davenport,
Stockport, Cheshire.
June 13.

From Mr Nicolas Walter
Sir, All the figures being given ignore the significant fact that only 75 per cent of the electorate voted at all, so the true percentages are as follows. Conservative 32, non-voters 25, Labour 23, Alliance 17, Nationalists 1, others 2.

Thus the Government has a mandate from less than a third of the population, and the non-voters are once more the second largest political group in the country — a point which should be taken into account during the coming years.

NICOLAS WALTER,
88 Islington High Street, N1.
June 13.

From Mr Philip Allott
Sir, Now that Mrs Thatcher is Prime Minister, those who wish her well must hope that her advisers will remind her of Tacitus. *Historiae*, 4.73. Writing in c AD 100, Tacitus uses Mrs Thatcher's favourite word "freedom" as his example of the *speciosa nomina* (fine words) which politicians abuse.

The idea of freedom may be a fine ideal, though perhaps not the highest ideal. The word "freedom" can strike a chill of fear or a feeling of cynical revulsion in those who hear it and do not feel that it is used by one of them or in their interest or is used to mean freedom for those who have the power to exploit it.

Mrs Thatcher will deserve the epithet *augusta*, in addition to all her other claims to a special place in history, if she makes British

Media messages

From Mr D. J. Gold
Sir, It must be a matter of concern to many people in this country that a general election has become so much associated with advertising agencies and multifarious politeness.

If the great issues confronting our national life depend for their solution upon how successful an advertising agency may be in putting a particular aspect of party policy across to the electors, one wonders to what extent logic and reason are thereby diminished as forces for decision making.

Equally, the frenetic use of opinion polls may well influence "public opinion" by the way in which the results are presented. Many a TV viewer may switch off, either literally or figuratively, but one suspects that most of them do not.

We cannot put back the clock but we must be much more aware that democracy is in danger of becoming mind manipulation by professional propagandists. The crypto-communists or other extremists can at present usually be identified, but the situation could become far too subtle for the democratic process to survive.

Yours faithfully,
DONALD J. GOLD,
35 Kilm Road, Emmer Green,
Reading, Berkshire.
June 13.

From Mr J. D. Lewis
Sir, Peter Stothard's account of a mid-campaign panic in the Conservative direction (report

society a place which realises more and more the ideal of freedom and which is less and less an arena of rival cynicisms. Such was the aspiration of Caesar Augustus himself, if not his eventual achievement — a land of *pax augusta* and not merely *victoria augusta*.

Yours truly,
PHILIP ALLOTT,
Trinity College, Cambridge.
June 12.

From Mr John Arkell
Sir, I do not quite agree, as a matter of interest, with the tenor of the construction you have put on Mrs Thatcher's replies to Mr David Dimbleby concerning caring ("Prime Minister retracts 'drivel' slip", front page report, June 11).

I think she was saying in effect — do you judge people's compassion by what they say or what they do? The English are not given to wearing their hearts upon their sleeve. All that glitters is not gold, etc. in theological terms, the old conflict between faith and works.

She concluded, in my view rightly, that both were necessary. If she has a "hard-hearted image", many with insight might consider it unjustified.

Yours faithfully,
JOHN ARKELL,
Pinnocks, Fawley,
Henley-on-Thames, Oxfordshire.
June 11.

From the Rev H. A. Williams, CR
Sir, In "bourgeois triumphalism" Peregrine Worsthorne (June 12) has given us a very useful phrase for something very ugly. A concrete example of it may bring home its meaning.

Recently, in ordinary and somewhat shabby clothes, I found myself sitting next to a "supper" at a lunch party. He condescended to ask me what I did. When I told him I was a monk he immediately replied: "Ah, that gives you a respectable reason for being poor".

I voted Tory yesterday. But unless the Government takes notice of what Mr Worsthorne has said, I shall not do so next time. Yours faithfully,
H. A. WILLIAMS,
Community of the Resurrection,
Mirfield, West Yorkshire.
June 12.

From the Reverend and Mrs Richard Woods
Sir, Apropos the Diary comment (June 11) on the election falling on the feast of St Barnabas, it would appear that the coincidence of dates had little influence.

Far from following the example of the apostle who sold his land and put the proceeds in the common fund (Acts 4.32f), those who have benefited, from its policies have re-elected a government which has redistributed the assets of the common fund to those who could have been expected to contribute most, and taken from those who had least to contribute.

Barnabas (Acts 11:29f) was sent with relief given according to the ability of the disciples; on the contrary, those who have gained have decided to keep what they have and to look for more, rather than making distribution "as any had need".

Yours sincerely,
RICHARD WOODS
JANE HEATHCOTE,
62 Oakfield Road, N14

From the Headmaster of Cheltenham College
Sir, I have just read Churchill's telegram to Roosevelt, congratulating the President on his historic election victory in 1944.

I always said that a great people could be trusted to stand by the pilot who weathered the storm.

Whether we are a great people or not is debatable, but at least the electorate has shown an insight that was not apparent to the advertisers and pollsters.

Yours sincerely,
RICHARD MORGAN,
Cheltenham College,
Cheltenham,
Gloucestershire.

June 13) makes curious reading to this student of events. Granted the Labour television presentation was interesting if not riveting, but to describe it as glowingly successful smacks of media rather than public reaction.

To my mind its bogus nature was wholly exposed by one day exhibiting Neil Kinnock as a quiet, caring family man, and the next as a ranting, near-frothing-at-the-mouth revivalist. Furthermore the viewing public has surely grown wary of slick advertising, carting the mind off to highly expensive exotic locations in a fantasy world only to reveal the purpose is to increase the sales of a chocolate bar.

Yours faithfully,
J. D. LEWIS,
24 Edlyn Close,
Berkhamsted, Hertfordshire.
June 13.

From Mr E. J. Lacey
Sir, I cannot concur in the now constantly repeated assertion that the Labour Party in general, and Mr Kinnock in particular "fought a brilliant campaign".

The truth of the matter may be quite different that the very nature of the presidential-style razzmatazz, and the glossy "packaging" of the Labour leader actually lost the party many votes, as the electorate saw through their essentially bogus nature.

Yours faithfully,
E. J. LACEY,
21 Walpole Road,
Surrey.
June 13

Plenty of skills but no prospects

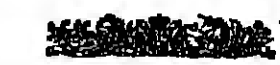
From Mrs Judith Welch
Sir, For years I have read with interest your articles written by "employment experts" on the importance of re-skilling and re-training for women who have spent a large portion of their lives raising children. I am one of those women.

Four years ago I returned, as a mature student, to my local adult education centre and did my A levels in one year. The following year I was offered a place at the London School of Economics to do an honours degree in sociology. I was a full-time student and at the same time managed a family of six children.

I have just completed the degree course I have up-to-date skills in accounting, statistical and data analysis and labour relations, as well as in industrial sociology. My thesis was based on an original field study of women managers in the electronics industry. I am qualified and ready to enter the labour market.

Now that I am a graduate, I find that I cannot gain employment because I do not have the appropriate job experience. Employers are not interested in my new skills and education. They are only interested in an individual's last job.

Every time you print an article by an expert in personnel management I write to that individual or organisation and express my interest. The replies are all in the negative. Please tell me, why do you persist in printing articles encouraging women, in particular, to return to education and re-skilling and re-training programmes, when employers do not want to know? Yours faithfully,
JUDITH WELCH,
74 Manor Way,
Beckenham, Kent.



ON THIS DAY

JUNE 16 1874

The inquiry held by a special committee of the House of Commons into the working of the Adulteration Act called a number of well-known experts to give evidence, including this acknowledged "tea improver"

THE ADULTERATION OF FOOD

The analyst called was Mr Völkner, the analyst of the Royal Agricultural Society of England, who, examined by Mr C. S. READ, said he was astonished to hear that any one professing to be an analyst could have said, as Dr. Tidy was reported to have declared, that 33 per cent of water could be added to milk without detection. There were variations in the qualities of milk certainly, but these were not great. The greatest variation in milk solids was from 10 to 14, but the usual variations — the natural ones — were from 10 to 12. But he would make no "standards," such as had been suggested by Dr. Tidy, below which he should decide milk to be adulterated. No such standard should be fixed in an analyst's mind, let alone in an Act of Parliament. To fix such a standard even at 10 per cent, would permit a dishonest tradesman to adulterate, while it would lead an honest tradesman to be fined for selling poor milk as pure; and milk would be poor in some seasons.

On the butter question, he said that what was called "Australian" and "Dutch" butter was manufactured to a large extent. He had examined a sample of stuff sold as "Australian butter" at 7½d a pound, and on inquiry he found it to consist largely of bone fat, this grease being extracted by the steaming of bones of animals. This was manufactured in England, and was most disagreeable to the taste, and small. The real Australian butter was good. The Dutch butter was better to the taste than English, but it was manufactured from American lard and some real butter. The American lard, a merchant had complained to him, was sent over from here to Dunkirk and came back as Dutch butter. Asked if genuine butter naturally varied, he said it varied with the food of the cow. He was astonished at seeing that analysts had given decided statements as to the fats found in butter as there were no decided tests. As to bread, before the Act the bakers used a "whitening powder," which contained alum, and this was followed by the sale of American flour which was of the same character as the whitening powder. This practice was largely stopped by the Act. Rice used to be mixed with bread too. Potatoes were also used, but he should hardly call the use of potatoes an adulteration. He did not think sugar was adulterated, and as to the sugar "mites" there was no more to cause alarm in these than in the mites in cheese. If a man had to live exclusively on bread it would be better for him to eat brown bread. As to beer, he did not know of any decided adulteration of beer now. All wines were mixed, and one might look in vain for a pure vintage of foreign wines. Some wines were more fortified than others, especially ports and sherris.

THE ARTS

Science lesson

By
Daphne
Mancini
and
Scott
Wise

Mrs
Thatcher
is
Conse
week,
of the
revive

Mrs Thatcher may be the first British woman Prime Minister and, as far as I am aware, the only one with a science degree, but no one can accuse her of too much positive discrimination in favour of her sex or science. Feminists have long realized the importance of television to get their ear in. The scientists have been slower off the mark but are making up for lost time. Last night, in the guise of documentary, a bevy of bunnies appealed to the country.

Both *To Catch a Falling Star* (Horizon, BBC2) and *The Chemistry Set* (The Cutting Edge, ITV) were powerful

TELEVISION

indictments of the folly of the Government's insufficient support for scientific research.

The styles of the programmes, however, were very different. *Horizon*, which with its consistent record of slick, intelligent programmes has done much to interest the lay viewer in science, centred the argument on astronomy. It gave its scientists, somewhat sombre in their protest, the support of special effects — rather too special in the case of the slow-motion sequence of an axe destroying scientific instruments. *The Cutting Edge*, a series about the Oxford scientific community, relied merely on the strength of personality of the scientists. And how strong they were.

The power-house boss of the pack was called Baldwin — appropriately since his hair-style was pure alopecia and his competitiveness was such that colleagues, not without admiration, called him "an intellectual thug". This curiously charismatic man abhorred "collectivism" which left talent unrewarded. Even more poorly paid was one of his brilliant sidekicks called Davis. Confined to the D-stream at school, he had triumphed against all odds to become a leading scientist. Unfortunately he and his like have also to triumph against the odds to keep Britain a leading scientific nation.

Andrew Hislop

Caught in times gone by

GALLERIES

John Russell Taylor finds the avant-garde not quite as new and youthful and stimulating as it might be

Two earnest Americans taking coffee somewhere on the fringes of *documenta 8*, the latest edition of Kassel's periodic celebration of the artistic avant-garde:

EA1: "Harry didn't like it at all. He did not believe it made a valid statement."
EA2 (indignantly): "Oh, so Harry didn't like it. Well, I'm here to tell you that Harry couldn't tell a *documenta* exhibit from a hole in the ground."

If this was indeed Harry's problem, he no doubt shared it with many visitors: indeed, many of the *documenta* exhibits displayed until September 20 in the two main gallery locations, the Museum Fridericianum and the Orangerie, and scattered all over the town, do literally feature holes in the ground, or piles of natural materials like peat and sand, or the sort of stark construction which leaves you puzzled as to whether it is a free-standing work of art or meant to serve some more practical purpose like housing the fire-hydrants.

So, one might reasonably say, that is the nature of the avant-garde. And, if the conceptual avant-garde of the Seventies did nothing else, it certainly sensitized us when it came to appreciating the aesthetic qualities of the hole in the road or the heater on the hill. The main question *documenta 8* poses is no longer "But is it art?"

Rather, we are forced to consider whether "avant-garde" has gone the way of "modern" by becoming an historical term, covering a particular set of attitudes and stylistic assumptions which are now very clearly caught in past time like bees in amber. It is unfortunate, if one is invited to a sampling of all that is newest and most vital in the art of today, to find oneself constantly dogged by a sense of déjà vu. The organizer of *documenta 8*, Manfred Schneckenburger, was also organizer of *documenta 6* back in 1977, and it is difficult not to wonder whether he is still thinking in terms of 10 years ago. Certainly many of the most prominent artists in this year's show were very much around 10 years ago, and might well have been included then: if you had had, say, Joseph Beuys, John Cage, Tony Cragg, Enzo Cucchi, Hans



The evolution of Eric Fischl in his casual-seeming collage *Portrait of a Dog*, rather like Hockney's photo-pieces

Haacke, Anselm Kiefer, Robert Longo, Giuseppe Penone, Gerhard Richter and Richard Serra among your exhibitors you would have been doing pretty well. Today the majority of the most memorable exhibits are by artists from this list. These are, after all, the established masters.

One could hardly imagine, for example, anything more simple and magisterial than *Spirals*, the Serra sculpture in the Fridericianum. There is a sort of circular apse at the back of the museum building, and on the first floor Serra has installed an elegant curve of sleekly rusted steel which starts at the outside edge of the doorway on one side and arrives at the inside edge of the doorway on the other. As you walk past it, therefore (or try to), you find the space available to you insensibly diminished until it gives out altogether, whichever end you start at. The surface of the work is beautiful, and the concept amazingly direct and effective: it really does modify your sense of space and proportion while you experience it.

Similarly with Kiefer: his space has two monumental paintings, looking like encrusted Towers of Babel, and a

scattering of his sculptures in the form of metal books on stands, creating an indefinable but very potent sense of menace.

With other well-known artists like Eric Fischl, a slight evolution may be observed: he is still painting his ambiguous and vaguely nasty domestic scenes, but now he is doing them in three or four separate pieces which fit together in a casual-seeming collage rather like Hockney's more elaborate photo-pieces. Anthony Gormley is still doing his metallic-looking mummy-cases, though in a variety of new positions and conjunctions: here they look well. And Tony Cragg continues with his latest form of stone-and-metal sculpture: particularly effective is the assemblage of rough-hewn stones and large metal flacons at the top of the hill overlooking the Karlsruhe.

But, as against these genuine yet familiar delights, there is an awful lot of really pointless, allegedly experimental fiddle-fiddle that seems to be there entirely because the intentions expressed by the artist in his explanation of his piece are politically or socially worthy.

Nor does there seem to be any clear

idea informing the whole of *documenta 8* — unlike *documenta 7* (1982), which was primarily about the revival of picture-making in the Eighties. The catalogue says that it is attempting to explore the alternatives to picture-making today, while not necessarily excluding the painted picture either. In the Orangerie there is a sequence of 12 spaces which have been given over to architects and designers to propose or fantasize around the notion of an ideal museum. This inspiration proves supremely uninspiring.

So does all this prove that the official avant-garde is now far en arrière, and there is nothing new under the sun? Surely not. Since the last *documenta* vividly proposed a new look in the art of the early Eighties, all connected with the Neo-Expressionists and the return to representation, would it not be timely and usefully informative — for this year's edition to explore the apparent return to abstraction? We might not care for it when we saw it, but an important part of *documenta*'s purpose has always to be to let us know that such things are happening, and leave us to make our minds up for ourselves.

CONCERTS

Zukerman/
Neikrug
Festival Hall

It is a mistake to "warm up" on Mozart. The notes may be easily accessible but, if the musicians are not attuned to spiritual and stylistic considerations, the result can be desultory.

The fact that the violinist Pinchas Zukerman and the pianist Marc Neikrug subsequently displayed fine form in Brahms and Prokofiev only made it more disappointing that they spared rather listlessly with Mozart's B flat Sonata, K378. The effective nuances there were tended to come from Neikrug, a neat and unaggressively musicianly pianist. Zukerman, apart from some snatches of singing tone in the upper register, seemed out of sorts — toying with effect, rather than getting to grips.

So his glorious playing in Brahms's Sonata in G, Op 78.

seemed as if it were coming from a different fiddler, or perhaps from the same one on a more inspired afternoon. He held all the diverse moods of this many-sided masterpiece in perfect equilibrium. The ravishing lyricism, the occasional moments when the music seems to negate itself in self-doubt: the strand of heroism counterpointing the beautiful mystery of the Adagio — all this Zukerman articulated with an unerring control of tonal colouring. His bold variation of vibrato speed was one sign of a master, but most characteristic was his silky, unforced way of gliding over Brahms's arching melodies.

Some may have found this same effortless smoothness slightly at odds with the quirky spirit of Prokofiev's Sonata in D (the one originally written for flute), especially in the Scherzo, though Zukerman did dig into the notes with more gutsiness in the outer movements. Prokofiev, however, is not necessarily about spit rather than polish: this sophisticated duo touched on a bitter-sweet, elegiac vein that seemed equally valid.

Richard Morrison

Nash Ensemble/
Friend
Wigmore Hall

These are early days yet, but

nobody should be surprised if in a decade or two the names of Simon Holt and Mark-Anthony Turnage, both in their mid-twenties, turn out to represent the very cream of their generation of British composers, much as those of Maxwell Davies and Birtwistle do today. In the second of the Nash Ensemble's two enterprising Anglo-American concerts, Holt's *Barbaric* and Turnage's *Beating About the Bush*, the latter specifically commissioned for the occasion, both exhibited a remarkable confidence and maturity in medium and message.

The text of Turnage's piece, which is taken from Steven Berkoff's play *Greek*, together with his own refreshingly frank description of the work as being concerned primarily with the subject of sex (he also made a point that it was written while he was becoming acquainted with the music of

the black rock star Prince), might strike the prudish as curiously sensationalist. But in fact the composer has crafted a piece of great poetic power, a paean to the physical act, yes, but also to the emotions which can elevate it.

Certainly there is nothing crude in the way the layers of his music intermingle and react, giving rise to an impressively rich range of subtle instrumental colour, or in Turnage's intuitively expressive shaping of the vocal line and his unburied accumulation of momentum through the work. Jean Rigby sang the voice part with an ardency and commitment fully matched by the Nash's playing under the direction of Lionel Friend.

Holt's work, a clarinet quartet, is impressive for different things, for its garish snapshots of nightmare images and for its demonstration of how this composer can throw together seemingly disparate fragments and yet forge a compellingly dramatic, shapely whole. There are few clarinetists who could have negotiated it with the supreme musicianly confidence of Michael Collins.

Stephen Pettitt

Now for rethinking

While the Prime Minister's timing of the General Election has now been vindicated so far as the Conservative Party is concerned, it could not have come at a worse time for BBC Radio News. It was already suffering low morale, loss of direction and an abdication of purpose. Its failure to establish significant journalistic authority during the campaign suggests the time has come for a major re-assessment of the way in which radio covers events and discharges its responsibilities within public service broadcasting.

As with so much else these days, it may simply be a question of presentation and

RADIO

packaging, but one doubts it. In an age of effective public relations, the explanation of politics is too important to be left to the politicians. That all media outlets, with a few honourable exceptions, have failed to recognize this over the last few weeks is no excuse. It is rather an indication of just how ominous are the signs and how urgent is the task of reconstruction.

What appears to have happened to Radio News is that professional journalism and analysis, based on solid

information and research, have been superseded by the principles of the chat show. Where entertainment is the primary goal it may be acceptable to populate studios with otherwise unremarkable people plugging their latest book, film or song, but even there the technique is wearing a bit thin, as has been recognized by recent changes to *Start the Week*.

To find the approach now surfacing within Radio News is depressing indeed. An apocryphal tale recounts how an author is invited to a radio studio to discuss his new book. On arrival he is taken to one side and told by the interviewer that, although he has "seen" the book, there has been no time actually to read it and could the author suggest what questions should be asked. One had the feeling during this campaign that party manifestos and policy statements were being treated in the same way.

The parties themselves may have fluffed their explanations but that is precisely why good journalism was required. The campaign became about the campaign, just as in chat shows the famous are famous for being famous. Thus we end up with the ludicrous suggestion that, although Labour lost badly at the polls, it won on points, as if the two are somehow equally worthy.

Why, then, did this failure of journalism occur in radio? One reason must be the general aimlessness of the BBC in recent years — a drift which may now be halted by new appointments, particularly that of Mr John Birt as Deputy Director-General. Armed with his "mission to explain", he may be able to pull Radio News back on to the tracks. But there is also a more profound reason: 1979 marked the end of consensus and the rise of conviction as the basis for British politics and, against politicians of all parties with fire in their bellies, professional journalism itself suffered a failure of confidence. Unless it is recovered, we will all be the losers.

John Marshall

THEATRE

Playing With Fire
Traverse, Edinburgh

John Clifford shows no signs of departing from the genre of historical fantasy which characterized his previous successes, *Losing Venice* and *Lucy's Play*. In his latest piece, *Playing With Fire*, however, he is working on a more domestic canvas and in a bare 90 minutes his material gains, in its early stages at least, from being more focused on fewer issues.

Set in Paris during the Hundred Years War, it features Justina (Celia Gore-Booth), an alchemist whose hunger for the elusive philosophers' stone leads her to sign a Faustian pact with the Devil (David Gant). Inevitably the gold which is duly forthcoming proves not to be the cure-all she had assumed.

Her husband is crushed by a dung cart and the King's Coastable takes the gold to fund the war. So far so good: there are plenty of good lines reverberating with contemporary parallels. With hard-working performances and another magical transformation of the Traverse space (the designer Paul Brown has built the audience into the walls of Justina's hovel) you start to relax into another intelligent meditation from Clifford on how dreams of making the world a better place rarely stand up to the *realpolitik* of gaining the power to make those changes.

Somehow however it all starts to unravel. The King appears at the hovel, a bizarre creature in a white gown looking like nothing so much as Brian the Snail in *The Magic Roundabout*. Justina's husband is resurrected — you just have to wait something badly enough, says the Devil — Justina tries out the crown for size, and the King teams up with the neighbourhood beggar. The result is, to say the least, confusing, with few clues as to what the writer is getting at, never mind what conclusions he might like us to draw.

Robert Dawson
Scott



Like a knowing tornado: Carol Woods in *Blues in the Night*

Blues in the Night
Donmar Warehouse

For two thrilling hours this most intimate of small theatres throbs to the singing of two dozen classic blues numbers.

The stage has been loosely divided into areas suggesting three rooms in a cheap Chicago hotel of the 1930s, the idea being that the principal singers, listed in the programme as the Lady, the Woman and the Girl, have taken refuge there from unhappy love-affairs.

It is only a slender idea but, in giving the singers these faint roots outside the context of their songs, the show just avoids seeming to be what, of course, it actually is: one great song after another. And it is the songs and the singing that matter, half a dozen Bessie Smiths, an Alberta Hunter and a couple of stunner from Harold Arlen, one of which gives the show its title.

The central performance is that of Carol Woods, amply built with a generous mouth filling half her face: amazing in

her patterned velvet dress, unforgettable in layered fringes, she roars like a knowing tornado into the raunchy lyrics of "Kitchen Man", a song where praise of perfect cooking becomes a thinly coded paean to sexual joy.

Debbi Bishop is more the slender Egyptian princess type, letting a sense of humour play around the corners of her mouth, but projecting an intense ache of feeling in the long low phrases of "Nobody Knows You When You're Down and Out".

Maria Friedman's character is that of the sadly bitter victim — though it is of the nature of almost every blues song to be a lament for the disappointments of life. This emotion is expressed with a truly exceptional power to move the heart when Carol Woods gives us Smith's "Wasted Life Blues", building very gradually from the slow, smoky beginning to the emphatic pauses in the last lines. Chicago hotel or no, singing like hers stirred in this listener something close to rapture.

Jeremy Kingston

Philharmonia/
Colin Davis
Festival Hall

An expression of private grief and another of public rejoicing were contrasted by Sir Colin Davis in his concert with the Philharmonia Orchestra and Chorus, by following Mozart's Mass in C, K317, known as the "Coronation", with the Requiem by Fauré. The latter was given a lyrical performance in its general restrained character, its sorrowful dignity tempered by compassion in the sunset glow of feeling that emerged at the end.

The chorus distinguished themselves in the often exposed writing for one register of voices at a time, the phrasing notably cogent in the smoothly flowing Sanctus and Agnus Dei, while the instrumental playing was gracefully controlled. In the male solos Gwynne Howell's usually basement-bass reached up to at least a baritone range, and Alison Hargan floated a suitably angelic soprano that needed to show more closely observed dynamics in "Pie Jesu".

She took the one main solo at Agnus Dei in the Mozart Mass with commendable

sense of style, and was joined by Mr Howell with Anne Howells (singing with particular refinement of tone) and Robert Tear to comprise a domestic solo quartet of wider distinction. The "Coronation" which gave its nickname was no state occasion but the annual placing of a wreath on a statue of the Madonna, and Sir Colin treated the work as the lively holiday celebration it must have been.

Whatever the Salzburg Archbishop Colloredo lacked in history's account of his relations with Mozart, his taste for a Mass that was short and tunefully to the point can be appreciated, as can the bracing sense of musical purpose that was brought to it here. To begin the programme, Sir Colin prefaced it with one of Haydn's more Mozartian symphonies, No 88 in G, and established a measured grace and cheerful spirit that was much to its advantage.

Noël Goodwin

● *Breaking the Code*, by Hugh Whitmore, will transfer to the Comedy Theatre tomorrow after a nine-month season at the Theatre Royal, Haymarket. The lead role of Alan Turing will be played by John Castle. It is directed by Clifford Williams, and produced by Michael Redington.

FOR THE MAN WHO
HAS (ALMOST) EVERYTHING

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Executive Editor
Kenneth Fleet

STOCK MARKET

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2307.6 (+18.1)Bargains
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188.21 (+2.84)

THE POUND

US dollar
1.6310 (-0.0230)W German mark
2.9782 (-0.0089)Trade-weighted
72.9 (-0.5)WPP set
to lift
JWT bid

WPP Group, in an attempt to deliver a knockout punch in its bid for the JWT advertising agency, yesterday offered to increase the value of its offer from \$45 a share to \$50.50.

The new proposal would value JWT at \$515 million (£312 million) against the \$460 million tag put on the New York agency by the first bid from WPP, which is valued at about £134 million on the London stock market.

The new bid is conditional on immediate recommendation by the JWT board. The move was seen as an attempt at a quick kill by Mr Martin Sorrell, the former Saatchi & Saatchi executive.

\$5.9m profits

Chamberlain Phipps, the adhesives to shoe components manufacturer, reported pretax profits up 15 per cent to \$5.9 million for the year to March 31. Turnover, up 9 per cent to £106 million, went above £100 million for the first time. The dividend was raised 17.3 per cent to 4.75p. *Tempus, page 26*

Shipley gains

Brown Shipley Holdings, the merchant banking group, had post-tax profits after extraordinary items for the year to end-March of £3.4 million. Earnings per share rose 21 per cent to 25.9p, while £10 million was written off against shareholders' funds for goodwill in the purchase of three stockbroking firms. The full dividend rises to 10p. *Tempus, page 26*

SUMMARY

STOCK MARKETS

New York	Dow Jones	2394.42 (+16.89)
Tokyo	Nikkei Dow	25756.44 (-137.83)
Hong Kong	Hang Seng	Market Closed
Amsterdam	AEX	295.1 (+5.2)
Sydney	AO	1818.5 (-9.2)
Frankfurt	Commerzbank	1783.6 (+27.6)
Brussels	General	4653.3 (+47.7)
Paris	CAC	n/a
Zurich	SKA Gen	n/a
London	FT	2307.6 (+18.1)
FT	100	2307.6 (+18.1)
FT	30	1786.6 (+16.7)

MAIN PRICE CHANGES

RISES:		
Lucas	672p	(+10p)
Royal Insurance	432p	(+24p)
Tate & Lyle	888p	(+24p)
Ricardo	178p	(+22p)
Westbury	250p	(+13p)
Bridon	290p	(+8p)
Frank Gates	290p	(+8p)
Southern Stadium	812p	(+42p)
Assoc. Fisheries	242p	(+22p)
Al Lase	235p	(+45p)
A & C Black	480p	(+65p)
Auk & Wiborg	390p	(+45p)
Century Oil	345p	(+18p)
A B Ports	608p	(+22p)
Reuters	834p	(+30p)
Brookmount	730p	(+30p)
Marine Dev. Group	404p	(+22p)

FALLS:	
Consolidated Gold	1034p (-28p)
WPP Group	1099p (-14p)
OE Health	473p (-10p)
Prices are as at 4pm	

Prices are as at 4pm

INTEREST RATES

London Bank Base:	9%
3-month interbank 8 1/2% 8 1/2%	
3-month eligible bills 8 1/2% 8 1/2%	
buying rate	
US Prime Rate 3 1/4%	
Federal Funds 5 1/2% 5.57%	
3-month Treasury Bills 5.58% 5.57%	
30-year bonds 108 1/2% 103 1/2%	

CURRENCIES

London:	New York:
£1.6310	\$1.6310
DM2.9782	DM2.9782
SwFr2.4689	SwFr2.4689
FFFr9.3328	FFFr9.3328
Yen144.85	Yen144.85
Index: 72.9	Index: 72.9
ECU 0.696002	SDR 0.779904

GOLD

London Fixing:	AM \$450.35 pm \$449.75
close \$449.50-450.00 (\$275.50-276.00)	
New York:	Comex \$448.90-449.40

NORTH SEA OIL

Brent (July) pm \$18.75 (\$18.70)	
* Denotes latest trading price	

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Result puts airports authority on course for sale to private sector

BAA lifts profits to £124m

By Edward Townsend, Industrial Correspondent

BAA, formerly British Airports Authority, yesterday announced pretax profits of £124 million for 1986-87 and confirmed its privatization pathfinder prospectus would be published on Monday.

The profit, which was £2 million up on the previous year, was achieved despite a first-half dip caused by passenger fears about terrorism and the fall in traffic following the Chernobyl disaster.

Full details of the privatization are to be announced on Monday by Mr Paul Channon, the new Secretary of State for Transport, including the date in July for the flotation.

Sir Norman Payne, the BAA chairman, yesterday attempted to dispel fears that European Commission plans to abolish duty-free sales within the European Economic Community by 1992 would hit BAA profits.

The company relies on its commercial activities, including its duty-free shop concessions and other rents, for profits. Last year, these recorded a profit of £131.4 million against a loss of £35.4 million on aircraft and passenger fees.

Sir Norman said that since the rumours of duty-free abolition began, BAA had expanded its other commercial activities. "However, we are by no means certain that the original plan for the elimination of fiscal frontiers issued by the EEC, effective from 1992, will in effect take place."

Abolition of duty-free sales was a fiscal matter and would require unanimity in the Council of Ministers. "We

Tempus 26

think it is unlikely and, if it is ever to take place, will be much later than 1992."

Sir Norman, who yesterday handed over much of the executive responsibility for running the company to Mr Jeremy Marshall, the former Hanson Trust executive who is now BAA's chief executive, said the company planned to spend £850 million over the next five years on a number of projects.

These include completion of the North Terminal at Gatwick early next year, refurbishment of Heathrow's Terminal Three by the end of

the decade, continuing development of Stansted and a "steady programme" of replacement and refurbishment throughout the seven airports. BAA owns the Scottish airports of Glasgow, Edinburgh, Prestwick and Aberdeen as well as the South-east airports.

Sir Norman said the company had performed well in the last year at a time when other parts of the aviation industry had suffered from a severe downturn in business.

"The fact that we have managed to ride out this problem and bring a major terminal on stream and show a profit is a very creditable performance which should command interest from potential investors."

During the year, BAA saw a 3.7 per cent growth in passenger traffic, with a total of 55.3 million passengers using the seven airports. Total revenue rose by 10.9 per cent to £439 million while operating costs went up by 11.2 per cent to £348 million, largely because of the opening of Terminal Four at Heathrow.



Sir Norman: "Creditable performance should command interest from potential investors"

Spending slump points to shop sales plateau

By Our Economics Correspondent

The volume of retail sales slumped by 3.3 per cent last month, reversing the sharp rise recorded in April. The figures, taken with earlier data, point to a flattening out in retail trade.

The weekly value of sales fell to £1.815 billion last month, from £1.900 billion in April.

Spending in the shops was hit by uncertainties about the outcome of the general election and by the poor weather which delayed summer clothing purchases, the Retail Consortium said.

Even so, these factors should have been offset by the potential boost to sales arising

from the May 1 reduction in mortgage rates, and that the Budget reductions in income tax were finding their way into pay packets and salary cheques last month.

"These were a disappointing set of figures, no doubt about it. It is all the more disappointing because mortgage rates were down and income tax was reduced," Mr Richard Weir, director general of the Retail Consortium, said.

The index of retail sales volume fell to 125.7 (1980 = 100) last month, from 130 in April. Officials at the Department of Trade and Industry said that the sharp April rise in

sales appeared to have been an aberration, arising from the difficulties of adjusting for seasonal changes in spending around Easter.

Taking the latest three months' figures, the picture is of a flattening out of sales since the end of last year, in line with the general slowdown in consumer spending which has occurred in spite of strong growth in real incomes.

In the March-May period, sales were 1 per cent up on the previous three months, which included a weather-affected January, and broadly in line with the average for the fourth quarter of last year.

Retailers predict upturn ahead

By Derek Harris, Industrial Editor

Retailers are at their most optimistic since January about likely increases in sales and are forecasting better June trade than last year.

There has also been a big jump in employment in the distributive trades with further increases expected.

This was reported yesterday by Mr Nigel Whittaker, chairman of the Confederation of British Industry's distributive trades survey panel.

Mr Whittaker said: "More retailers expect sales increases

in June, compared with last year's levels, than at any time since January."

About 63 per cent of retailers questioned in May expected June sales to top those of the same month last year, with shoe, clothes and grocery shops the most positive about the boost to trade.

Sales increases are leading to more jobs, with retailers opening more new stores and wholesalers and motor traders also taking on extra staff, said Mr Whittaker. Two thirds of

the big multiple stores reported employing more part-time staff.

There was an unexpectedly sharp improvement in employment in May with further increases expected, especially by retailers. In coming months, the survey said, 18 per cent of distributors were employing more than a year before but by May this proportion had jumped to 41 per cent, the highest figure since the survey began in 1983.

Henderson rises to £26.4m

By Carol Ferguson

A raging bull market and a fine investment record gave Henderson Administration, the fund manager, a very good run last year.

But Mr Ben Wrey, deputy chairman and joint managing director, gave warning yesterday that the current year "may prove to be more a year of consolidation".

The upgrading of the group's information and ac-

counting systems will be completed this year, a period which will also bear the cost of moving to a new head office building. Much of the cost will be capitalised, but the computer software and the head office move will be charged to the profit and loss account.

Pretax profits to March 31 were up 54 per cent to £26.4 million, and earnings per share rose 62 per cent to

80.44p. The dividend was doubled to 25p net.

Funds under management advanced by 63 per cent to just above £7 billion. Mr Wrey said the firm took on 45 new pension funds worth more than £900 million, the biggest of which was a £350 million piece of the Unilever pension fund, the biggest-ever single pension fund taken on by the group.

Top OFT
official in
insider
inquiry

By Our City Staff

The government inspectors investigating insider dealing by civil servants have been given the name of a senior official at the Office of Fair Trading believed to have passed price-sensitive information to a dealing network.

Two witnesses have named the same official in interviews on oath with the inspectors. The official concerned has not been suspended but is believed to have been questioned informally.

The government inspectors have already said they believe two separate insider dealing rings may have operated, feeding from information supplied by two civil servants.

They claim to have uncovered evidence implicating a junior official at the OFT. She is a secretary and denies any involvement. Her brother, Mr Jonathan Greenwood, left the country shortly after the DTI inquiry began last September and is believed to be living in Israel. In an interview with *The Times*, he denied receiving price-sensitive information from his sister.

The inspectors are now trying to penetrate the alleged second insider dealing ring.

\$4.5m issue

Task Force has conditionally agreed to buy Bertram Personnel Group for up to £4.5 million, depending on results. Task Force will issue 2,023,900 new shares in the placed at 222p, subject to shareholders' rights to apply for the new shares.

BICC buy

BICC has acquired the Derby-based housebuilder David M Adams Developments for £9.45 million in a cash deal phased over three years. Adams has substantial residential land in the Derby area and also has land in Surrey.

Williams agrees
£285m Reed buy

By John Bell, City Editor

Williams Holdings, the conglomerate run by the accountants Mr Nigel Rudd and Mr Brian McGowan, has agreed to buy Crown Paint and Polycell, two leading names in the do-it-yourself business, from Reed International for £285 million.

The deal comes just six weeks after Williams' ambitious management team narrowly failed to win control of Norcross Group in a bitter £570 million takeover battle.

The cash acquisition is being financed by a conditional placing of shares which will expand Williams' capital by almost 75 per cent. The shares are being offered at 78p, compared with the 63p at which Williams equity was suspended pending completion of the purchase.

Reed International's paint and do-it-yourself division includes General Paint, the market leader in paint and decorative products in western Canada, plus a number of companies making adhesives and other do-it-yourself products in the US. Crown Paint has about 15 per cent of the British market. The Reed do-it-yourself companies operate throughout the Continent as well as in Britain.

The Reed companies made

trading profits in the year to end-March of £2.5 million on sales of £308 million. The disposal is in line with Reed's policy of concentrating on the do-it-yourself business. The division has 25 factories employing about 5,000 people.

Institutional shareholders were enthusiastic about the deal, which fulfils much the same corporate objective as the abortive bid for Norcross. Mr Rudd said: "It continues our policy of buying household brand names and here we have two of the best."

"It also fulfils our aim of a strategic presence in North America and Europe, where the distribution outlets will significantly benefit our British manufacturing activities."

Analysts say the deal will involve no earnings dilution in the current year, while the James Capel team believes there will be a modest earnings enhancement initially.

Capel forecasts profits of £50 million in the current year with £80 million in the following 12 months.

The City view is that Williams is building an impressive portfolio of do-it-yourself brands, adding Crown and Polycell to its Rawlplug and Swiss ranges.

Sterling
tumbles
over
2 centsBy David Smith
Economics Correspondent

The pound and government stocks fell sharply yesterday, as foreign inflows into London on consideration of the general election result failed to materialize.

The pound fell by 2.38 cents to \$1.6310 against a stronger dollar, and dropped 1.2 pence to DM2.9778. The sterling index fell by 0.5 points to 72.9.

Dealers said the pound was hit by a rally for the dollar and the Bank of England's reluctance to allow sterling to rise above the DM3 level.

Government stocks fell by up to 1 1/2 points at the long end, as hopes of an early reduction in base rates faded. In the money markets, the three-month interbank rate rose by 1/4 points to 8 1/4-8 1/2 per cent.

Gilt was also hit by the Government's apparent reluctance to join the European Monetary System at an early date, analysts said.

After attending the EEC finance ministers meeting in Luxembourg yesterday, Mr Nigel Lawson, the Chancellor, said that while the election had removed a barrier to EMS entry, the Government's position on membership was unchanged.

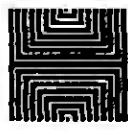
There was also concern about the money supply figures to be published on Thursday and the fact that the last two sets of inflation figures have been worse than market expectations.

"Profit-taking in sterling, explosive growth in credit and worries over inflation may well mean that the next move in base rates will be upwards," said Mr Stephen Lewis, director of economic research at Phillips & Drew, the broker.

The dollar rose against all currencies yesterday, gaining 2 pence to DM1.8260 and rising from ¥143.65 to ¥144.35.

The dollar was helped by comments by Mr Kiichi Miyazawa, the Japanese Finance Minister, who said all participants at last week's Venice economic summit were agreed the US currency had fallen far enough.

There was also some follow-through buying on the US trade figures, which showed a narrowing of the trade deficit to \$13.3 billion (£8 billion) in April. But analysts do not believe the dollar has embarked upon a sustained recovery. Further pressure on the dollar is expected in the absence of new policy initiatives by the leading economies.



HENDERSON ADMINISTRATION GROUP plc

Results for the year to 31st March 1987

	1987	1986	
Profit before tax in £000	26,444	17,165	Up 54%
Earnings per ordinary share in pence*	80.44	49.62	Up 62%
Dividends per ordinary share in pence	25.00	12.50	Up 100%
Net assets in £000	37,546	25,858	Up 45%
Funds under management in £million	7,027	4,308	Up 63%

*Earnings per ordinary share are shown before transfer to initial charges equalisation reserve.

"Our aim is to be in the forefront of those investment management groups which can demonstrate an ability to serve the international marketplace."

J R Henderson, Chairman

Copies of the Annual Report may be obtained from the Company Secretary, Henderson Administration Group plc, 26 Finsbury Square, London EC2A 1DA.
The above figures are extracted from the accounts of the Group on which the auditors have given an unqualified opinion. The accounts will be filed with the Registrar of Companies.

HENDERSON THE INVESTMENT MANAGERS

BUSINESS SUMMARY

US offshoot helps put Aitken back in profit

Looking after the investments of American pensioners and insurance policyholders earned Aitken Home International £6.5 million last year, and helped it recover from a £2.48 million loss to a £7.18 million profit. There is a 2p final dividend, against last year's 2.25p total.

The US profits come from the National Securities and Research fund management offshoot, which played a key role in seeing off last year's unwanted £91 million bid from Transworld Group. British fund management contributed £728,000 against a small loss last time and Sentinel Insurance advanced from £1.43 million to £2.06 million.

£4m buys for Pleasurama Honeywell export first

Pleasurama, the rapidly-expanding casino and leisure group, has completed acquisitions worth £4.3 million. The deals involve a 38-bedroom hotel at Kettering, Northamptonshire and four amusement machine businesses and discotheques in Bath and Turkey. The purchases follow last week's £5 million deals and continue its policy of expanding its hotel and leisure interests.

Honeywell Control Systems of Newhouse, near Glasgow, has won a significant export order from Korea for the first time. It has been asked to supply Goldstar of Korea with 60 Modutrol motors, used to drive dampers and valves in air-conditioning and ventilating systems. The order is important for Honeywell, which is now planning an export drive in Korea.

Bardon to seek listing

Bardon Hill, a leading supplier of specialist aggregates, is looking for a full stock exchange listing within the next year as part of its expansion plans. Announcing another jump in profits for last year, Mr Mike McKay, Bardon's finance director, said yesterday that the company expects to combine a full listing with the acquisition of another business.

A market for the company's shares is currently made by Granville on the Independent Companies Exchange. In the year to March 31, pretax profits rose from £4.67 million to £5.75 million and the company is paying a final dividend of 2.85p, making a total of 3.9p.

Fairbairn up by 38%

Fairbairn, the Epsom-based developer, raised profits 38 per cent to £4.59 million in the year to end March. Turnover increased 25 per cent to £11.49 million. A final dividend of 3.3p a share makes 4.8p for the full year. Mr Remo Dipre, chairman, (right) said this year had begun well with a record number of developments under construction or about to start.



Sterling lifts earnings

Sterling Publishing, the USM-quoted book publishing group, yesterday announced pretax profits of £1.06 million (£939,000) for the year to March 31. The company is paying a dividend of 2.2p (2p).

At the same time Sterling is making two acquisitions. They are Concorde Services, a conference and exhibitions organizer, for which it is paying an initial consideration of £420,000, and ReActions Group, publisher of the ReActions insurance and ICB banking magazines, for which it is paying an initial £350,000. Both acquisitions are being financed by the issue of new shares.

Stronger dollar hits gilts as equities surge ahead

By Michael Clark and Geoffrey Foster

Government securities were in a ragged retreat yesterday, worried by the likely effects of a revitalized dollar.

Losses at the longer end of the market stretched to 1 1/2% as investors rushed to take some of the huge profits which have accrued to recent weeks.

The dollar's strength stemmed from Friday's better-than-expected US trade figures - which have led to renewed optimism about the American economy.

Reports from last week's economic summit in Venice that the main industrialized nations would work to prevent any further weakness of the dollar also helped sentiment.

As a result, the dollar was able to make up some of the lost ground against sterling, which drifted throughout the session to finish almost 2 1/2 cents lower at \$1.6310 with the expected surge of foreign buyers following the election failing to materialize. The pound also lost ground against the German mark as the Bank of England underlined its intention of keeping it below DM3.00 by again intervening and driving the rate down from DM2.9871 to DM2.9782. Its trade-weighted index also ended 0.5 lower at 73.9.

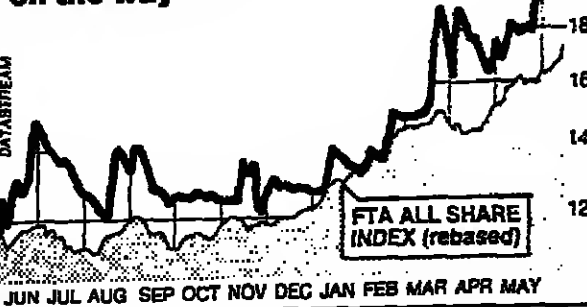
Dealers were clearly disappointed by the reaction of the gilt market despite the growing prospect of another cut in bank base rates soon. Brokers blamed the shakeout on the large bull positions that had been built up ahead of the Conservative election victory, claiming that some profit-taking due to the pound's weakness was inevitable.

But the equity market continued to celebrate the Conservative election win with share prices again hitting fresh heights in thin trading.

The FT index of 30 shares closed at its best levels of the day, 18.7 points higher at an all-time high of 1,786.6. The broader FT-SE 100 finished 18.1 points up at a peak of 2,307.6.

There was selective support for leaders with ICI expanding 16p to £14.46, BAT in-

CENTURY OILS: talk of another bid on the way



climbed 20p to a peak of 246p yesterday.

Polly Peck, the overseas trading group whose interests range from fruit packing to household goods and electronics, firmed 7p to 279p. Dealers claim that the group is gearing itself up for its proposed ADK quote in the US. Last night, Mr Asil Nadir, the chairman, was said to be meeting a number of American bankers and brokers at a seminar in Chicago, hoping to drum up interest in the shares.

British Gas, which jumped sharply during the election account as the threat of re-nationalization was finally

Shares of Alfred Walker, the property developer, were suspended at 360p yesterday compared with Friday's price of 240p. The word is that Mr George Martin, the former Pleasurama chief and Mr Peter de Savary, who both joined the board in March, have lined up an acquisition in the leisure field which should double the size of the company.

the year to March 31 up from £5.15 million to £5.87 million, thanks to a return to profits in the US. But the figures were seen as disappointing against the performances of its main rivals. Even so, the market has high hopes for the current year with the benefits of recent rationalization and expansion in Europe expected to start filtering through.

Dealers claim that the group is vulnerable to a bid with the directors holding only a small amount of shares. The current multiple of 11 times earnings also means that the shares are not expensive. But the Century board is not taking things lying down. The word is that a number of seminars with brokers have already been pencilled in for next month and could provide another boost to the share price which

beaten by the overwhelming Conservative victory, were sharply higher again yesterday as investors made bets on an excellent set of preliminary figures when the company reports tomorrow.

City forecasts of pretax profits range from £700 million to £740 million, against the prospectus forecast of £671 million, with the figures being helped by the winter freeze and higher oil prices.

Mr John Thompson, an analyst at County NatWest, expects the company to beat its forecast by a reasonable margin and believes that the shares will outperform the sector. Yesterday, the shares were again active with well above 25 million changing hands and the close was 5p higher at 196p, after 200p. The Japanese interest in the shares,

London luxury hotels reached average room rates of £120 during last year, with a few securing £150.

But in London a "disturbing" trend for marketing expenditure to be cut as tourist numbers went down was found by the survey, with an overall drop of 13 per cent.

The survey comments: "It would seem that hoteliers repeated a past mistake and, at a time of falling revenue, reduced marketing costs."

United Kingdom Hotel Industry 1987: £25 from Horwath & Horwath, 8 Baker Street, London W1M 1DA.

Hotel profit margins hold up despite drop in US tourists

By Derek Harris, Industrial Editor

Profit margins at London hotels were largely maintained last year, in spite of the big fall-off in visitors from the United States, and in hotels outside the capital margins increased.

Gross operating profit on rooms rose 15 per cent overall, according to United Kingdom Hotel Industry 1987, a statistical analysis by Horwath & Horwath, the leisure industry consultancy which is part of the Stoy Hayward group. But the consultants warn about possible profitability problems ahead.

The recent spate of hotel acquisitions had been at very substantial prices, and "to justify these prices the hotels must trade very successfully," otherwise it could lead to hotel sales or insolvencies, the survey warns.

Room occupancy rates last year in the capital fell from their previous level of 81 per cent to 74 per cent as the United States tourist volume shrank. The more expensive hotels were the worst hit.

But revenues per room on average throughout the country rose 13 per cent while London room rates rose 10 per cent. An increasing number of

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Australian invader who takes no salary

By Michael Tate

A Goldberg & Sons, the Scottish store group, is the latest British quoted company to feel the physical presence of Mr Russell Goward's Charterhall in its share register.

Barely a week has gone by in the last three months without Charterhall announcing share purchases in young companies like Trifon, the broadcasting service group where it has 26.53 per cent, and Allebone & Sons, the shoe group in which it has 15.8 per cent. Last Thursday it unveiled a 5.2 per cent stake in Goldberg.

This portfolio is in line with Mr Goward's ambition of shifting half of Charterhall's assets away from the oil sector.

Mr Goward took control of Charterhall a year ago this month when his Australian oil and gas investment company, Westmax, pumped in £9.6 million in return for a 53.2 per cent stake.

The Charterhall chairman is a slim Australian aged 33 who looks as if he would be as comfortable on a surfboard as in a boardroom.

He is, however, single-minded in his approach to investment. He has more than 3,000 books on the subject in his Sydney home and says he has read the lot. His career has been meticulously structured. Jobs with the Australian Treasury and Hill Samuel (Australia) taught him the basics for his key move — a job with Mr Ron Brierley's Industrial Equity (IEL), one of the biggest asset management investment groups in the Southern Hemisphere.

Mr Brierley employed him in 1983, after he offered to work six months for nothing, and swiftly appointed him chief executive of the property division. He still draws no salary from Charterhall and lives comfortably on his investing profits.

He left IEL two years later and used his profits to buy into Westmax.

Mr Goward admits to have learned much from Mr Brierley but insists his investment approach is different. "Ron Brierley buys 'death' companies — asset situations," he says. "I go for adolescent companies, with good prospects that have not been recognized by the market."

His plans involve the acquisition of strategic stakes in such companies, perhaps nine or ten businesses by the end of this year. He says: "But I am not building an investment trading company. I want a core to the group."

Pressure grows over £265m plan to boost Wytch Farm output

By David Young, Energy Correspondent

The new minister responsible for the oil industry will come under pressure from the independent oil companies to decide whether the largest onshore oil field in the country is to be allowed to increase its output tenfold.

The recommendations of a planning inspector into the proposal to connect the Wytch Farm field near Poole harbour to a BP oil terminal on Southampton Water by a 75-kilometre (47-mile), 16-inch pipeline is now with the Department of Energy, awaiting publication by Mr Cecil Parkinson, the new Secretary of State for Energy.

Approval of the pipeline would have to be followed by the Department granting BP Annex B approval to develop the field in a £265 million scheme.

The established wells,

which pump out 6,000 barrels a day now being taken away by rail, will be supplemented by 46 new wells drilled from present sites into the new reservoir discovered beneath the existing field.

The field contains 30 million barrels from the Bridport reservoir and another 200 million from the deeper Sherwood reservoir and, with output costs considerably lower than from a North Sea oil field, the project could be extremely profitable for BP, which owns 50 per cent of the field, and the consortium of smaller oil companies which owns the other half.

It is the smaller companies that are more anxious to see the field develop. Mr BP, although the project will be very profitable, it will not represent a high proportion of income.

Annex B approval would come from the Department of Energy in a matter of days after any favourable decision on the pipeline was announced.

However, the project still has a third hurdle to overcome before the expansion can go ahead. BP is in dispute with one of the big landowners near the project over the remuneration which should be paid for site access and the High Court is expected to make a ruling on that issue shortly.

Approval for the project would have an immediate effect on the earnings and the share price of the smaller companies, such as Premier, Clyde, Tricentral and Carless Capel, which formed the consortium to buy out the half share in the field which British Gas originally held and which the Government ordered to be sold off.

Charter in £38m stake sale

By Colin Campbell

Charter Consolidated, in line with its policy of backing out of "passive" investments, has sold its 13.8 per cent stake in Malaysia Mining Corporation for £38 million.

Charter has been associated with Malaysia for several decades. It previously held direct stakes in various tin mining operations and was responsible for their management, before the formation of Malaysia Mining Corporation in the 1970s by the Kuala Lumpur authorities.

The 13.8 per cent MMC stake continued to give Charter indirect interests in tin mining, and additionally a stake in diamonds through



Neil Clarke: 'hands on' approach to investments

ferred due to the 1985 collapse of the world tin market, although Charter Consolidated, of which Mr Neil Clarke is managing director and chief executive, will still clear a profit over its original investment.

The sale will release substantial capital on which the return is thin at present, giving Charter additional financial strength to back its more direct interests. Group policy in recent years has been to adopt a "hands on" approach to its investments.

The surplus from the MMC sale will be accounted for as an extraordinary profit in the accounts for the year to March 1988.

Freshbake serves up £6.6m

Freshbake Foods Group, after making adjustments for the acquisition of Slaters Foods Products and Wold, made pre-tax profits of £6.6 million for the year to April 4, compared with a £1.04 million loss, on turnover up from £149.6 million to £169.5 million. The final dividend rises from 1.3p to 1.6p.

Sales at Freshbake and Slaters grew 20 per cent in the full year, but Wold's sales fell due to lower pea prices. Freshbake shares were 5 1/2p higher at 177 1/2p.

Agency in bid to boost Scottish businesses

The Scottish Development Agency is launching a concerted attempt to stir developers and investors' entrepreneurial spirit.

The agency believes there is an untapped market in privately-run business centres and is providing office facilities and flexible rent and lease terms for new companies.

About 100 potential centre operators gather in Glasgow today for a one-day seminar. They will hear from operators in England, as well as banking and SDA specialists.

Profits lift to £6.9m at Alexon

By Michael Tate

Alexon Group, the renamed and re-shaped Steinberg Group with 160 retail outlets, is no longer dependent on Marks and Spencer for the bulk of its profits and the growth rate has surged.

Pre-tax profits in the year to end-March leapt from £3.46 million to £6.91 million, lifting earnings per share from 16.3p to 22.9p. The final dividend was raised to 4p a share, making 6p for the year against 3.25p.

Alexon manufactures women's clothing. It sells 50 per cent to Marks and Spencer, with the rest being sold through its own shops and concessions in the US, Britain and the Continent. The company, having sold its loss-making venture into bows and beakers with Hornsea Pottery, has more cash available for expansion.

Borrowings, more than £5 million two years ago, have been wiped out and shareholders' funds stand at £17 million. The group will spend £4 million this year on new shops and refurbishment.

£2.5m for lager push by Allied

By Derek Harris

Lowenbrau, recently judged the champion draught lager in Britain, is to be given a £2.5 million promotional push by Allied-Lynns, the brewing and food group, which produces the German lager under licence in Wrexham.

The boost comes as competition is growing fiercer among premium lagers which represent the fastest growing sector in the beer market.

Harp Premier is the latest entrant, launched by the Harp Lager Company, backed by a consortium of brewers that includes Guinness. The Premier brand is a repackaging of Harp Export which has been sold abroad for more than 20 years.

The Lowenbrau promotion, through television, poster and other media advertising, includes two television commercials by Mr Ridley Scott, the director of films like *Alien* and *Blade Runner*, who usually takes on only one television commercial each year.

Lager, which has 46 per cent of an otherwise sluggish beer market, is expected to account for more than half total sales within a year.

Premium lager accounts for 15 per cent of draught lager sales.

COMMENT Kenneth Fleet

The City pauses for recessionary thinking

Like the small boy who gets what he wants on his birthday, but is then determined to sulk through the party, both sterling and the gilt market have remained oddly unsmiling since the early hours of Friday morning. The wave of money ready to flood into London from overseas given a Thatcher victory has proved, so far, to be no more than a trickle. The next reduction in clearing bank base rates, which have stood at 9 per cent since May 8, suddenly looks no closer than at the time when the Kinnock campaign and fluctuating public opinion polls suggested that the City might not get the election outcome it wanted.

The gilt market was down by 1 1/2 points at the long end yesterday. The yield on Treasury, 11 1/2 per cent, 2003/07, is nudging up towards 9 per cent again, rising to 8.94 per cent yesterday.

The proximate cause of the gilt market's blues was the uncertain performance of sterling. This, in turn, was mainly due to a rather surprising dollar rally. But the market is vexed by a deeper concern, going beyond the 3.3 per cent fall in May in the volume of retail sales announced yesterday: perhaps the economy is heading for a bumper ride than any one seriously contemplated in the run-up to and in the immediate aftermath of polling.

Certainly, a reading of the annual report of the Bank for International Settlements does nothing to dispel such doubts. The outlook for the world economy is "less auspicious" than it was a year ago, says the Basle-based BIS.

Furthermore, the absence of sufficient action to correct payments' imbalances means that the dollar may need to fall further. In other words, the dollar rally that has upset expectations of a post-election surge for the pound — the sterling index fell by 0.5 to 72.9 yesterday — is likely to be short-lived. But the risk of a world economic downturn dragging down Britain in its wake is very real and will probably be with us for some time. The BIS says that the risks of a trade war have increased; that economic growth has slowed disturbingly in those countries with large trade surpluses; and that it is proving harder to stabilize the dollar through foreign exchange market intervention than it was to drive it down.

It also sees "signs of fatigue" in the international debt strategy, accompanied by a deterioration in the balance of payments' positions of some of the most heavily indebted countries.

The report is not all gloom. Low inflation, lower nominal interest rates and low oil prices are all encouraging signs. But: "Disappointingly, they have not given the boost to economic growth

which most observers were confident enough to predict. While at first it seemed that this could be attributed to lags being longer than anticipated, the impression has now gained ground that, whatever their net stimulating effects may have been, these were more than offset by stronger-than-expected negative influences emanating from the very large exchange rate changes that have taken place." The BIS report reads like an epitaph on last week's Venice summit. It recommends the sort of policy action that should have been tackled in Venice but was not.

The consequences of the failure to act sufficiently at the summit could be severe. Japan and Germany have not stimulated their economies enough to counter the effects of the dollar's fall on their growth. As a result of this, and the reluctance of the US to risk a recession in order to correct the trade and budget deficits, "the only alternative appears to be a further decline in the dollar." In the first quarter of this year, the major economies added \$35 billion to reserves by supporting the dollar. The danger now, according to the BIS, is that unless the intervention is backed up by a speedy correction of payments' imbalances, "it runs the risk of gradually losing its effectiveness."

The BIS's view is that not enough has been done, notwithstanding the fact that real trade flows have started to adjust to the new pattern of exchange rates and the full commitment of the major countries to the Louvre accord on currencies. The report goes on: "A further decline of the dollar would clearly have detrimental implications for the world at large: it would push up prices and interest rates in the United States and slow down growth in Japan and Western Europe even further, with dismal prospects for employment in the industrial world."

A slowdown in growth would exacerbate the international debt problem and run the major risk of fostering protectionism. The BIS is looking for policy action in Japan and Germany, matched by further steps to cut the budget deficit in the US. It concludes that "Hedging against such risks, by taking further steps in policy co-ordination, would seem a worthwhile and manageable exercise."

The Basic doctor's diagnosis of the world economy's problem is, as always, excellent. After Venice, the chances of the patients taking the medicine in time are too slim for comfort, let alone complacency. But in the British case, admittedly less important than the American, Japanese and German, the new Thatcher Government has no excuse for resting on its gilded pole. As for sterling and gilt-edged, these are early days.

ICCO move to halt cocoa slide likely

By Colin Narborough

The International Cocoa Organization is concerned at the failure of its large buffer stock purchases over the past month to halt the slide in cocoa prices, and could be forced to call an early meeting of its council if there is no improvement by next week.

Since May 19, Herr Jürgen Plambeck, the buffer stock manager, has bought 58,000 tonnes in the market to stabilize prices, which dropped to four-year lows.

Cocoa futures moved lower in New York yesterday, reflecting bearish fundamentals.

The ICCO's 10-day indicator price fell to 1,519.12 special drawing rights from the previous 1,522.68, suggesting more purchases today, despite buffer stock buying of another 5,000 tonnes yesterday.

Under ICCO rules, the buffer stock manager is only allowed to buy 75,000 tonnes at the present "must buy" price of 1,600 SDRs, and will have to lower this floor if the market fails to respond.

Lowering the price at which the buffer stock takes up goods is no guarantee for restoring

prices and could push the market still lower.

But Herr Plambeck cannot take up an unlimited amount of cocoa at any price. There is an overall ceiling of 150,000 tonnes on his purchases. He is also barred from buying more than 20,000 tonnes a week.

At the rate he has been buying over the past month, he will reach the 75,000-tonne level in two weeks, making it necessary to lower the price.

Consumer and grower members of the ICCO executive board were concerned at Herr Plambeck's report to

them on Friday of his purchasing activities. They were at a loss to explain why the intervention had left the market unimpressed, given that the world surplus of cocoa is only about 90,000 tonnes.

After the buffer stock manager has reached the 150,000 tonne overall limit, other means must be employed to defend the price. It was this "second line of defence" that the London-based ICCO discussed last week. A working paper emerged on how to operate a scheme of withholding exports from the market.

Lyons' pack at Ascot

Royal Ascot, which begins today, is still the ultimate event in the English season when it comes to spotting beautiful people, beautiful clothes and outrageous hats. In between "people watching" and placing the odd bet, racgoers at tomorrow's meeting will, I hear, be treated to a nowadays rare public appearance by Sir Jack Lyons, who received £2 million for "valuable advisory services" at the time of Guinness' controversial bid for Distillers. Sir Jack, who owns a second home near Ascot — his main residence is a mansion at London's Camden Hill — is hosting a party for friends and business associates in a box overlooking the course. The identity of his guests could, however, prove even more interesting for City "people watchers" than a sighting of Sir Jack himself. For, I am reliably informed, some of those paid fees by Guinness passed part of the money on by way of sub-fees to others — as yet unidentified but described as "big names" — who also provided "services" to Guinness. Will any of them be brave enough to show their faces tomorrow, I wonder?

Ryman reason

Business and divorce proved a bad mix for one-time stockbroker Robin d'Abo. Robin, aged 48, recently divorced from his ambitious entrepreneurial wife, Jennifer, has now resigned from the

THE TIMES CITY DIARY

Saville's travels

Never judge a book by its cover. On his first day as a Rolls-Royce salesman for Jack Barclay in Mayfair, 35 years ago, Malcolm Saville sold Jimmy Saville his first Silver Shadow — for just £7,600. Saville, then a humble DJ with Radio Luxembourg, turned up in a pair of furry bedroom slippers. But despite

Saville's unlikely get-up, Sargeant has sold him a total of 15 Bentley and Rolls-Royce cars since, his latest being a Bentley Turbo. Saville, he reveals, also owns a Mercedes sports car, a Mini van and an Isotta bubble car. If ever he offers you a lift, be prepared for anything....

board of their high street office stationery chain. Ryman, for that very reason. Robin, previously a director at Capel-Cure Myers, joined Ryman's board six years ago as a director and company secretary, with Jennifer — who has a penchant for heart-



'His paternity leave must have run out'

shaped spectacles and invented the pink typewriter — its chairman. A brief company announcement says only that he left "to pursue other business interests" — he now works full time for head-hunting agency Directorship Appointments — but Ryman managing director Stephen Billyeald tells me: "In view of the divorce, he obviously felt it inappropriate to remain on the board."

● Nike, the sportswear group based in the American state of Oregon, is about to become a household name in Russia. It has just been made the official supplier of footwear and clothing to the Soviet Union's tennis team. It might, I hear, accompany its new contract with a spate of television advertisements within the Eastern bloc. There is, however, just one problem — the theme tune traditionally used by Nike in all its ads is that Beatles classic, *Revolution*.

Life in the jungle

If it has ever occurred to you that everyone in your office, from your boss down to the tea boy, behaves like a baboon, you could be closer to the truth than you think. A Texan scientist has just published the results of a five-year behavioural study on 60 baboons, submitting them to office stress and a typical business executive's diet — high in fat, cholesterol and salt. He divided them up into five offices and left them to establish a hierarchy. Then he moved the most senior and most junior baboon from each office into a different office and watched the reaction. They were greeted with hostility but gradually re-established their ranking. As the stress increased so did the sexual activity of the males with their female colleagues and the males also spent more time away from the office — down at the local wine bar, no doubt. The females resorted to physical violence. Our scientist also observed that those baboons who made friends easily, regardless of ranking, had shiny coats while the loners were paranoid and had scruffy coats. Next time you interview someone for a job take a good look at their hair.

● Women look set to take control of the Institute of Chartered Accountants — in about 50 years' time. Its student statistics, published yesterday, show that the percentage of women members has more than doubled during the past 10 years, from 2.9 per cent to 7.7 per cent.

Carol Leonard

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YOUR WORK
 Employer's Name and Address.....
 Occupation.....
 Number of years service.....
Partner's Work
 Employer's Name and Address.....
 Occupation.....
 Number of years service.....
 Annual income £.....
 Partner's income £..... (Proof of income must be enclosed)

YOURSELF
 Date of Birth.....
 Self..... Partner.....

PRIORITY APPLICATION for your personal secured loan.

(Please complete and return all sections of this form.) BLOCK CAPITALS PLEASE.

YOUR PROPERTY
 Name and Address of Building Society.....
 Roll No.....
 Monthly repayment £.....
 Amount of mortgage outstanding £.....
 Name and Address of Second Mortgage.....
 Post Code.....
 I/We confirm that all information shown above is accurate and agree that it shall form the basis of any loan agreement. I/We authorise you to take up any references you require (including information from our existing mortgage(s)). I/We hereby authorise you or your agents to register the register of our title at H.M. Land Registry.
 Signed.....
 Signed (Partner).....
 Date.....

24/07/1985

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Portfolio
—Gold—

From your portfolio card check your eight share price movements, on this page daily. Add them up to give you your overall total and check it against the daily dividend figure. If it matches, you have won outright or a share of the total daily prize money. If you are a winner follow the claim procedure on the back of your card. You must always have your card available when claiming. Game rules appear on the back of your card.

No.	Company	Group	Gain or Loss
1	Baggeridge Brick	Building/Roads	
2	Raine Ind	Building/Roads	
3	Scapa	Industrials S-Z	
4	Control Secs	Property	
5	Henderson	Building/Roads	
6	Advest	Industrials A-D	
7	Fosse (as)	Industrials E-K	
8	Hogg Robinson	Insurance	
9	Ford (Martin)	Draper/Stores	
10	Morgan Grenfell	Bank/Discount	
11	Gestamer	Industrials E-K	
12	Le Land	Property	
13	Low (Wm)	Food	
14	Greene King	Breweries	
15	Copson (P)	Industrials A-D	
16	Rainers Group	Draper/Stores	
17	Brown & Jackson	Building/Roads	
18	Chenier Cows	Industrials A-D	
19	Lon Shop Prop	Property	
20	Basle (John)	Textiles	
21	LDH	Industrials L-R	
22	Trade Indemnity	Insurance	
23	Trident Ind	Industrials S-Z	
24	Christy Hunt	Industrials A-D	
25	Nu-Smelt Inds	Industrials L-R	
26	FTI	Shoes/Leather	
27	Oxonia	Chemicals	
28	CRH	Building/Roads	
29	Arden	Electricals	
30	Realty Useful	Leisure	
31	Unitech	Electricals	
32	Soot TV	Cinema/TV	
33	Horton Travel	Leisure	
34	Stacy (J)	Industrials A-D	
35	Alphabetic	Electricals	
36	Cardiff Prop	Property	
37	Ud Guarantee	Industrials S-Z	
38	Telephone Rentals	Electricals	
39	Ellis & Eward	Chemicals/Plas	
40	Stanley Leisure	Leisure	
41	Morgan Crucible	Industrials L-R	
42	Rush & Tompkins	Property	
43	Trident	Industrials S-Z	
44	Emmet Lighting	Electricals	

Please take into account any minus signs

Weekly Dividend
Please make a note of your daily totals for the weekly dividend of 28,000 in Saturday's newspaper.

MON	TUE	WED	THU	FRI	SAT	Week Total

BRITISH FUNDS	
1987	1986
High	Low
Price	Change
Only	Net

SHORTS (Under Five Years)	
1987	1986
High	Low
Price	Change
Only	Net

FIVE TO FIFTEEN YEARS	
1987	1986
High	Low
Price	Change
Only	Net

OVER FIFTEEN YEARS	
1987	1986
High	Low
Price	Change
Only	Net

UNDATED	
1987	1986
High	Low
Price	Change
Only	Net

INDEX-LINKED	
1987	1986
High	Low
Price	Change
Only	Net

BANKS DISCOUNT HP	
1987	1986
High	Low
Price	Change
Only	Net

ELECTRICALS	
1987	1986
High	Low
Price	Change
Only	Net

CHEMICALS, PLASTICS	
1987	1986
High	Low
Price	Change
Only	Net

CINEMAS AND TV	
1987	1986
High	Low
Price	Change
Only	Net

HOTELS AND CATERERS	
1987	1986
High	Low
Price	Change
Only	Net

INDUSTRIALS A-D	
1987	1986
High	Low
Price	Change
Only	Net

DRAPERY AND STORES	
1987	1986
High	Low
Price	Change
Only	Net

S-Z	
1987	1986
High	Low
Price	Change
Only	Net

NEWSPAPERS AND PUBLISHERS	
1987	1986
High	Low
Price	Change
Only	Net

OIL & GAS	
1987	1986
High	Low
Price	Change
Only	Net

SHOES AND LEATHER	
1987	1986
High	Low
Price	Change
Only	Net

TEXTILES	
1987	1986
High	Low
Price	Change
Only	Net

TOBACCO	
1987	1986
High	Low
Price	Change
Only	Net

MOTORING AND AIRCRAFT	
1987	1986
High	Low
Price	Change
Only	Net

SHIPPING	
1987	1986
High	Low
Price	Change
Only	Net

OVERSEAS TRADERS	
1987	1986
High	Low
Price	Change
Only	Net

PAPER, PRINTING, ADVERT'G	
1987	1986
High	Low
Price	Change
Only	Net

PROPERTY	
1987	1986
High	Low
Price	Change
Only	Net

MINING	
1987	1986
High	Low
Price	Change
Only	Net

LEISURE	
1987	1986
High	Low
Price	Change
Only	Net

INSURANCE	
1987	1986
High	Low
Price	Change
Only	Net

STOCK EXCHANGE PRICES
Shares still going strong

ACCOUNT DAYS: Dealings began yesterday. Dealings end June 26. Contango day June 29. Settlement day July 6.
Forward bargains are permitted on two previous business days.

Prices are recorded at 5pm. Changes are calculated on the previous day's close and may differ from changes calculated by comparing 5pm prices, published the previous day. Where one price is quoted, it is a middle price. Changes, yields and price earnings ratios are based on middle prices. (as) denotes Alpha Stocks. (VOLUMES PAGE 30)

1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1834	1833	1832	1831	1830	1829	1828	1827	1826	1825	1824	1823	1822	1821	1820	1819	1818	1817	1816	1815	1814	1813	1812	1811	1810	1809	1808	1807	1806	1805	1804	1803	1802	1801	1800	1799	1798	1797	1796	1795	1794	1793	1792	1791	1790	1789	1788	1787	1786	1785	1784	1783	1782	1781	1780	1779	1778	1777	1776	1775	1774	1773	1772	1771	1770	1769	1768	1767	1766	1765	1764	1763	1762	1761	1760	1759	1758	1757	1756	1755	1754	1753	1752	1751	1750	1749	1748	1747	1746	1745	1744	1743	1742	1741	1740	1739	1738	1737	1736	1735	1734	1733	1732	1731	1730	1729	1728	1727	1726	1725	1724	1723	1722	1721	1720	1719	1718	1717	1716	1715	1714	1713	1712	1711	1710	1709	1708	1707	1706	1705	1704	1703	1702	1701	1700	1699	1698	1697	1696	1695	1694	1693	1692	1691	1690	1689	1688	1687	1686	1685	1684	1683	1682	1681	1680	1679	1678	1677	1676	1675	1674	1673	1672	1671	1670	1669	1668	1667	1666	1665	1664	1663	1662	1661	1660	1659	1658	1657	1656	1655	1654	1653	1652	1651	1650	1649	1648	1647	1646	1645	1644	1643	1642	1641	1640	1639	1638	1637	1636	1635	1634	1633	1632	1631	1630	1629	1628	1627	1626	1625	1624	1623	1622	1621	1620	1619	1618	1617	1616	1615	1614	1613	1612	1611	1610	1609	1608	1607	1606	1605	1604	1603	1602	1601	1600	1599	1598	1597	1596	1595	1594	1593	1592	1591	1590	1589	1588	1587	1586	1585	1584	1583	1582	1581	1580	1579	1578	1577	1576	1575	1574	1573	1572	1571	1570	1569	1568	1567	1566	1565	1564	1563	1562	1561	1560	1559	1558	1557	1556	1555	1554	1553	1552	1551	1550	1549	1548	1547	1546	1545	1544	1543	1542	1541	1540	1539	1538	1537	1536	1535	1534	1533	1532	1531	1530	1529	1528	1527	1526	1525	1524	1523	1522	1521	1520	1519	1518	1517	1516	1515	1514	1513	1512	1511	1510	1509	1508	1507	1506	1505	1504	1503	1502	1501	1500	1499	1498	1497	1496	1495	1494	1493	1492	1491	1490	1489	1488	1487	1486	1485	1484	1483	1482	1481	1480	1479	1478	1477	1476	1475	1474	1473	1472	1471	1470	1469	1468	1467	1466	1465	1464	1463	1462	1461	1460	1459	1458	1457	1456	1455	1454	1453	1452	1451	1450	1449	1448	1447	1446	1445	1444	1443	1442	1441	1440	1439	1438	1437	1436	1435	1434	1433	1432	1431	1430	1429	1428	1427	1426	1425	1424	1423	1422	1421	1420	1419	1418	1417	1416	1415	1414	1413	1412	1411	1410	1409	1408	1407	1406	1405	1404	1403	1402	1401	1400	1399	1398	1397	1396	1395	1394	1393	1392	1391	1390	1389	1388	1387	1386	1385	1384	1383	1382	1381	1380	1379	1378	1377	1376	1375	1374	1373	1372	1371	1370	1369	1368	1367	1366	1365	1364	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	1324	1323	1322	1321	1320	1319	1318	1317	1316	1315	1314	1313	1312	1311	1310	1309	1308	1307	1306	1305	1304	1303	1302	1301	1300	1299	1298	1297	1296	1295	1294	1293	1292	1291	1290	1289	1288	1287	1286	1285	1284	1283	1282	1281	1280	1279	1278	1277	1276	1275	1274	1273	1272	1271	1270	1269	1268	1267	1266	1265	1264	1263	1262	1261	1260	1259	1258	1257	1256	1255	1254	1253	1252	1251	1250	1249	1248	1247	1246	1245	1244	1243	1242	1241	1240	1239	1238	1237	1236	1235	1234	1233	1232	1231	1230	1229	1228	1227	1226	1225	1224	1223	1222	1221	1220	1219	1218	1217	1216	1215	1214	1213	1212	1211	1210	1209	1208	1207	1206	1205	1204	1203	1202	1201	1200	1199	1198	1197	1196	1195	1194	1193	1192	1191	1190	1189	1188	1187	1186	1185	1184	1183	1182	1181	1180	1179	1178	1177	1176	1175	1174	1173	1172	1171	1170	1169	1168	1167	1166	1165	1164	1163	1162	1161	1160	1159	1158	1157	1156	1155	1154	1153	1152	1151	1150	1149	1148	1147	1146	1145	1144	1143	1142	1141	1140	1139	1138	1137	1136	1135	1134	1133	1132	1131	1130	1129	1128	1127	1126	1125	1124	1123	1122	1121	1120	1119	1118	1117	1116	1115	1114	1113	1112	1111	1110	1109	1108	1107	1106	1105	1104	1103	1102	1101	1100	1099	1098	1097	1096	1095	1094	1093	1092	1091	1090	1089	1088	1087	1086	1085	1084	1083	1082	1081	1080	1079	1078	1077	1076	1075	1074	1073	1072	1071	1070	1069	1068	1067	1066	1065	1064	1063	1062	1061	1060	1059	1058	1057	1056	1055	1054	1053	1052	1051	1050	1049	1048	1047	1046	1045	1044	1043	1042	1041	1040	1039	1038	1037	1036	1035	1034	1033	1032	1031	1030	1029	1028	1027	1026	1025	1024	1023	1022	1021	1020	1019	1018	1017	1016	1015	1014	1013	1012	1011	1010	1009	1008	1007	1006	1005	1004	1003	1002	1001	1000	999	998	997	996	995	994	993	992	991	990	989	988	987	986	985	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GKN in £6.75m buy

COMPANY NEWS

GKN has moved into a new area of operation with the purchase of General Plumbing and Roofing Services, which provides plumbing, roofing and other ancillary maintenance services, mainly in the Greater London area. The price of £6.75 million was satisfied by the issue of 504,278 ordinary GKN shares of £2.25 million and £2.85 million.

CHANCERY SECURITIES: Year to March 31. Total dividend 3.3p. With figures in £000: Pretax profit 1,619 (1,217). The benefits from the increase of the capital base, achieved as a result of the issue, are working strongly through the group, the board reports.

GREAT PORTLAND ESTATES: Total dividend raised to 7.3p (6.6p) for the year to March 31. With figures in £000: Pretax profit 3,394 (2,124). Net pretax revenue 2,135 (1,897). Earnings per share 9.2p (8p).

ROWLSON SECURITIES: Year to March 31. Total dividend 0.7p (0.71p). With figures in £000: Turnover 7,008 (6,779). Pretax profit 1,111 (£80). Earnings per share 7p (5.94p). Profits for this year are expected to show a further increase, the board reports.

MOSS ADVERTISING GROUP: Interim dividend unchanged at 1p for the six months to February 28. With figures in £000: Turnover 4,305 (4,245). Pretax profit on ordinary activities 45 (7). Earnings per share 0.47p (0.42p). The directors expect a further improvement in trading in the second half with the benefits of the recent acquisition being realized in 1987/88.

BUSINESS MORTGAGES TRUST: Total dividend raised to 2p (1.51p) for the year to March 31. With figures in £000: Operating income 14,301 (16,386). Pretax profit 1,469 (2,395). Earnings per share 4.6p (1.2p).

BRADSTOCK GROUP: Six months to March 31. Interim dividend 1.4p (1.1p). With figures in £000: Turnover 6,600 (4,689). Pretax profit 3,527 (2,440). Earnings per share 9.3p (5.9p). What will be difficult for the group to maintain the same growth in the second half, the board is confident that the full year's results will show satisfactory progress.

CALEDONIA INVESTMENTS: Year to March 31. Total dividend 5.5p (5p). With figures in £000: Trading activities turnover 12,636 (11,039). Pretax profit on ordinary activities 10,088 (8,377). Earnings per ordinary share unit, including exceptional item, 1.72p (5.73p) and excluding exceptional item, 6.45p (5.73p).

NZI CORPORATION: Year to March 31. Total dividend 10.5 cents (9 cents). Consolidated net earnings NZ\$145.31 million (about £51.4 million), against NZ\$85.24 million. Group revenue NZ\$2.01 billion (NZ\$1.3 billion).

APPOINTMENTS

T Cowie, Mr Gordon Hodgson is made group deputy chairman, Mr Andrew Cowie becomes joint managing director and Mr Ian Jane and Mr Neil Pykett are made directors.

Cifer: Mr Martin Newman becomes manufacturing director.

Body Shop International: Mr Stuart Rose joins as a director on July 1.

Whitecroft: Mr Peter Gould is made joint managing director.

Gibbs: Mr Roger Cook joins the board. Mr Christopher Waite becomes director of the international division and Miss Gina Fitzgerald director of the political risks division.

Burgess Packing Machinery: Mr Peter Allen is appointed managing director.

Standard Chartered: Mr Alan Newman becomes a director.

COMPUTER HORIZONS/1

Data sans frontières: the challenge to Europe's post

THE WEEK

By Richard Sarson, Brussels

Last week, the European chemical industry sent a challenge to the European telephone authorities and the computer industry.

Fifteen companies from eight countries, among them ICI and Shell, are to carry out a six-month trial on whether it is possible and economical to transmit invoices, orders and other trade transactions between each other electronically from computer to computer, rather than as paper passing through the post or as telex messages.

They believe that the savings from such electronic data interchange — known as EDI — will be enormous, but they want to make sure, as there are problems. Some of these problems are slowly being solved, such as the standardization of trade messages and syntax by the United Nations and the American National Standards Institute into EDIFACT.

Even the incompatibilities between the various computers in the trial do not

forward-message-handling service to the subscribers across Europe. There is a dearth of operators geared to accept such a Europe-wide challenge, because of the fragmentation of European telecommunications and its value added service providers.

CECIC has found no continental contenders and has had to approach the two huge American computer companies, IBM and DEC. Two British companies are also involved, British Telecom, presumably because of its Telecom Gold electronic mail service, which some shippers, such as Baxter Hoare, are already using for international transactions and the fact that the service is licensed to most of the European PTTs.

This makes it almost the only Europe-wide VAN. The other British contender is INS, the joint venture company created by ICL and the American company, Geisico specifically to get international EDI business of this sort.

ICL, through its Tradanet service, has built up two years' experience of running a national EDI service in the UK for the food industry and other trade groups. Geisico, a subsidiary of GE of America, has, over several years, developed a Europe-wide bureau service for multinationals.

INS's Tradanet, and its competitor Edit by Isele, — the service bureau previously owned by Rover but bought out by management last week — have

built up an EDI user base in Britain of over 500 customers, while equivalent services elsewhere in Europe are yet to get off the ground.

For the successful bidder, the rewards would be enormous, handling the trade transactions of an industry whose combined European turnover in 1986 was £150 billion.

A similar pilot scheme to CECIC, which is just approaching successful completion, is DISH — Data Exchange for Shipping. Twenty-six British exporters, freight forwarders and deep-sea shippers, have been passing their transactions over the Tradanet service for the last five months.

The pilot scheme has confirmed that EDI improves speed and accuracy, and the companies are continuing to use the service for real. They would like to spread the use of EDI to other parties in the export cycle such as the Customs, banks and insurers.

Their only worry during the pilot was

Was the software a little clumsy?

that the software for creating the standard messages and delivering them to the network was clumsy. To make it easier, particularly for small traders, INS launched last week a software package, called Equator, to run on the IBM PCs and clones, for entering shipping documents and converting them into the EDIFACT formats.

This should bring the cost of an entry ticket to EDI down below £5,000. Other Trade Associations are following DISH and CECIC into the world of EDI.

Passing documents among participants

pose as much of a problem as a few years ago because of the emergence of the X-400 Open Systems Interconnection (OSI) protocol. But the organizers of the test, CECIC (Conseil Européen des Fédérations de l'Industrie Chimique), do not consider they can rely enough on Europe's telecommunications infrastructure to pass documents directly between the participants, using the packet-switching service.

So they want to appoint a privately operated middle person, who will act as a clearing house, to provide a store and

Modem ready for the next step

There was a time when the word modem suggested frantic reporters or reps legging it to the nearest phone box and clapping suction pads over a telephone receiver to rattle off the latest story or sales call by way of their faithful portable.

It still happens, and the modem can do a useful job this way. But the modem has

MODEMS

By Alan Jenkins

gone a long way in the last 10 years and dial-up computer communications using public telephone lines are starting to look more and more attractive to commercial users, particularly as standards are now being set which enable individuals and companies to use compatible computer in



Bullish: Garry Betty, executive vice-president of Hayes

stations to talk to one another across the world.

The objective is to take the hard work out of data transmission by simplifying the business of making a connection and speeding the movement of large blocks of information along the line at the most suitable time so the operation is not dependent on the speed of a keyboard operator or the presence of the operator when the words are being shifted.

One company in the forefront of modern technology is Hayes Microcomputer Products, the largest supplier of modems for PCs in the US. Its headquarters are at Norcross, Georgia with a British subsidiary and European HQ near Heathrow airport.

At the recent Comdex exhibition in Atlanta, Hayes launched its V-Series to underline its declared aim of producing ever speedier and more economical modems.

Hayes is making much of the new modems' data-compression feature, which effectively doubles the speed of information flow. Other features include error control and the ability to select the speediest link for data transmission.

Unfortunately these prod-

ucts are not yet available in the UK and their arrival will have to wait for the BABS approval which existing Hayes products have received.

Nevertheless, Garry Betty, executive vice-president, is bullish about prospects in the UK and Europe generally.

Mr Betty is generous in his praise of the quality of British dealers. "We went from zero to 160 dealers in three months," he says, "and we have learned a lot from setting up dealerships in the UK. There is a difference between selling here and selling in the United States."

"British customers are more discerning than those in the US. They are more concerned in justifying the cost. Here, people will like what they see and say: 'I'll have it.' Just like that."

The company's president, Denis Hayes, a Georgia Tech drop-out, is in the best tradition of computer tycoons — he started manufacturing his first modem after designing it in his dining-room table 10 years ago while he was in his twenties.

Hayes' new V-Series he describes as "moving computer communications to the next logical level with the path to future compatibility clearly defined."

A job show just for Big Blue followers

This week sees the first recruitment event dedicated to one particular manufacturer, IBM Checkpoint, to be held at the Cumberland Hotel in London this Friday and Saturday.

Attendance is expected to attract about 2,000 experienced IBM programmers and analysts looking for a change of job.

"We've found that this is a medium which allows companies to show the scope, opportunities and commitment to technology which lies behind their name," says Doug Stewart, the Kingfisher general manager.

Mr Stewart said: "There is simply nowhere else you can go and find out this sort of wealth of information. Normally a job-seeker writes in, is sent a general brochure, sends an application form and so on. A recruitment fair gives the candidate the chance to see whether the company suits him very quickly."

IBM Checkpoint also has something to offer candidates who want to swap from in-house data processing departments to computer companies themselves.

Data Training, for example, is looking for computer staff who want to become professional trainers. Synapse, which provides third-party systems software support and maintenance, is looking for systems programmers who want to make that area their career.

And Computer Task Group, which is hoping to find 70 new employees by the end of this year to sustain a push into Europe, is one of several exhibitors offering consultancy posts.

With demand for IBM staff remaining high, especially among the banking and insurance companies based in the

RECRUITMENT

By Pat Sweet

Jobs on offer range from programmer/analyst vacancies requiring a minimum of 18 months' experience to senior project leader roles.

In the US, where there is no national newspaper or suitable media network, recruitment fairs are an established part of the US computer recruitment scene, but have only recently been tried out in the UK.

IBM Checkpoint is being organized by Kingfisher Exhibitions, which has run two general recruitment shows in the last nine months.

With demand for IBM staff remaining high, especially among the banking and insurance companies based in the

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ALPHA STOCKS

Company	Volume '000	Company	Volume '000	Company	Volume '000
Allied-Lyons	1,200	English China	456	Rank Org	137
Amrad	8,800	Fisons	783	Rank Hovis	1,100
Anglo	3,400	Accident	45	Reckitt Colman	112
ASDA-MFI	6,900	Glen	1,700	Reed Int	2,200
Ass Br Foods	209	Globe IT	919	Reps Group	1,800
BET	1,500	Grandm	2,000	RTZ	1,300
BIR	8,400	GUS A	4,400	Romwell	1,200
BAT	3,200	GRE	451	Royal S of Scot	1,200
Barclays	3,200	GON	643	Royal Ins	8,100
Bass	330	Guinness	2,700	Sasch	1,500
Becham	320	Hamp Saddle	1,400	Sainsbury J	419
Blue Circle	1,400	Imperial Ind	2,600	Seals	11,000
BOC	1,200	Jaguar	1,700	Sedgwick Gp	1,400
Books	2,300	Ladbroke	2,200	Smith & Neph	3,300
Brid Ind	2,400	Land Securities	2,200	STC	2,400
Br Aerospac	1,400	Legal & Gen	3,700	Storehouse	2,700
Br Airways	3,700	Lloyds	2,300	Sun Alliance	775
Br Comm	2,500	Lomb	879	Tarmac	4,100
Br Gas	25,000	M&S Sponser	1,400	Tesco	2,100
Br Petroleum	3,500	MEPC	3,500	Thorn EMI	1,400
Br Telecom	7,300	Midland	2,300	Thorn House	707
Brit	2,400	Nat West	2,300	Traffic House	5,000
Bunzl	287	P&O Dtd	1,300	Unigate	807
Burton	5,300	Pearson	285	Unilever	298
Cable & Wireless	3,300	Pilkington Bros	2,500	Unilever	1,400
Cardway Schwep	2,500	Playboy	1,000	Whitcomb	1,400
Coats Viste	273	Prudential	1,100	Whitebread A	544
Com Union	7,300	Racal Elect	3,100	Woodworth	2,200
Cona Goldfields	322				
Cookson Gp	1,400				
Courtaulds	2,200				
Dea Corp	884				
Dorons Gp	2,300				

LONDON FINANCIAL FUTURES

Time	Month	Open	High	Low	Close	Est Vol
Jun 87	Jun 87	91.28	91.28	91.18	91.18	878
Jul 87	Jul 87	91.34	91.34	91.18	91.17	947
Aug 87	Aug 87	91.20	91.20	91.07	91.07	545
Sep 87	Sep 87	NT	NT	NT	NT	0
Oct 87	Oct 87	NT	NT	NT	NT	0
Nov 87	Nov 87	NT	NT	NT	NT	0
Dec 87	Dec 87	NT	NT	NT	NT	0
Mar 88	Mar 88	NT	NT	NT	NT	0

LONDON TRADED OPTIONS

LONDON TRADED OPTIONS

Series	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Allied Lyons (1445)	390	62	77	85	24	7	11					
Amrad (1671)	420	37	53	67	9	14						
Anglo (195)	180	15	30	43	30	35	42					
ASDA-MFI	180	32	41	50	14	5	8					
Ass Br Foods	180	32	33	42	5	12	12					
BET	200	10	19	30	14	17						
BIR	140	27	33	45	9	11						
BIR	180	12	24	34	10	15						
BAT	180	5	17	25	21	24	30					
Barclays (160)	317	49	57	69	4	13	—					
Bass (357)	330	40	48	60	9	18	24					
Becham (313)	360	18	31	46	20	39						
Blue Circle (331)	290	59	69	73	11	18						
BOC (1029)	290	43	54	64	9	15	23					
Books (195)	300	28	42	51	15	26	32					
Brid Ind	1000	85	115	142	30	46						
Br Aerospac	1100	47	72	102	60	117						
Br Airways	390	86	99	112	1	4	8					
Br Comm	420	58	72	86	10	18						
Br Gas	450	33	47	55	10	18						
Br Petroleum	500	16	34	44	32	46						
Br Telecom	300	51	62	72	4	10						
Brit (346)	360	10	20	28	9	18						
Bunzl	330	100	113	122	2	3						
Burton (225)	390	48	70	82	9	18						
Cable & Wire (425)	420	28	52	60	22	33						
Cardway Schwep (471)	240	24	30	38	5	12						
Coats Viste (331)	200	11	20	28	15	22						
Com Union (346)	300	51	62	72	4	10						
Cona Gold (103)	330	23	38	48	9	18						
Cookson Gp (163)	360	10	20	28	9	18						
Courtaulds (471)	390	86	99	112	1	4	8					
Courtaulds (471)	420	58	72	86	10	18						
Courtaulds (471)	450	33	47	55	10	18						
Courtaulds (471)	500	16	34	44	32	46						
Dea Corp (346)	300	51	62	72	4	10						
Dorons Gp (346)	330	23	38	48	9	18						
Dorons Gp (346)	360	10	20	28	9	18						
Dorons Gp (346)	390	100	113	122	2	3						
Dorons Gp (346)	420	58	72	86	10	18						
Dorons Gp (346)	450	33	47	55	10	18						
Dorons Gp (346)	500	16	34	44	32	46						
English China (1445)	400	50	63	75	30	115						
Fisons (195)	480	98	108	122	2	7						
Accident (195)	550	30	48	60	20	30						
Glen (195)	240	42	50	57	24	12						
Globe IT (195)	280	12	21	28	15	24						
Grandm (195)	120	19	26	31	2	7						
GRE (195)	130	13	22	27	13	17						
GON (195)	160	8	14	26	31	35						
Guinness (195)	1300	100	140	172	30	40						
Hamp Saddle (195)	1400	45	60	75	17	21						
Imperial Ind (195)	360	29	41	50	9	13						
Jaguar (195)	380	1	17	25	39	42						
Ladbroke (195)	80	20	23	27	2	3						
Land Securities (195)	100	7	12	16	8	11						
Legal & Gen (195)	400	65	77	89	3	12						
Lloyds (195)	420	10	28	35	17	24						
Lomb (195)	450	33	45	57	17	27						
M&S Sponser (195)	500	13	25	35	50	57						
MEPC (195)	300	32	42	48	2	11						
Midland (195)	380	8	15	24	11	14						
Nat West (195)	475	38	53	63	15	23						
P&O Dtd (195)	55											
Series	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Amrad (1671)	180	13	21	28	4	17	22					
Anglo (195)	220	11	13	20	33	29	32					
Becham (570)	480	113	128	140	2	4	8					
BOC (1029)	500	72	97	105	2	8	16					
Books (195)	55	25	56	76	10	8	16					
Blue Circle (331)	600	5	38	47	35	42	48					
BOC (1029)	280	27	41	51	1	6	18					
Books (195)	300	10	28	39	8	17	24					
Books (195)	330	11	17	26	26	31	37					
Brid Ind	1000	85	115	142	30	46						
Br Aerospac	1100	47	72	102	60	117						
Br Airways	390	86	99	112	1	4	8					
Br Comm	420	58	72	86	10	18						
Br Gas	450	33	47	55	10	18						
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Bunzl	330	100	113	122	2	3						
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Cable & Wire (425												

COMPUTER HORIZONS/2

THE TIMES/DEC SCHNEIDER COMPETITION

The five winners of this year's Times/DEC Schneider competition and their partners will be among the guests this weekend on the Isle of Wight for Europe's biggest air race.

There are three laps of the course, approximately 47 miles long, starting and finishing at Bembridge airfield.

More than 60 pilots have entered with a wide range of aircraft, including Second World War fighters. Viewing points for the race, which starts at 11.30am on Sunday, will be at West Wittering and Stone Point.

● The winner of our fifth and final Logbook competition last week is Leslie Gonzalez, of Rugby.

● Solution to last week's questions: Tuesday 142, Wednesday 1937, Thursday 1936, Friday 1933, Saturday 1928. Numerical solution: 7876.

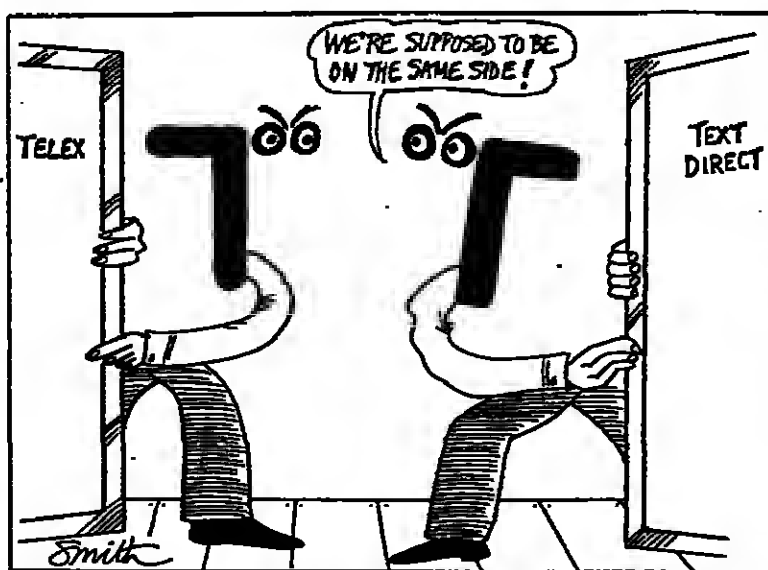


The winner of our fourth logbook competition was Jane Wilson, above, of Cookham Rise, Berkshire.

After 10 years' working for a retail group, Mrs Wilson is now at home looking after her five-week-old baby and 2½-year-old daughter.

Her tie-breaking phrase was: "It generated new enthusiasm and excitement in aviation leading to unprecedented technological advances".

BT's big new telex rival is ... BT



Privatization appears to have gone to British Telecom's collective head: it is now happily competing against itself. BT International has recently launched a new service called Text Direct.

This is targeted at the growing band of personal computer users who happen to possess a modem. Text Direct will allow anyone equipped with a modem to send a telex to 190 countries worldwide. The new service effectively removes the need for a dedicated telex line.

BT normally charges £88 a quarter for this plus an £88 installation fee. Potential customers can wait as long as six weeks for a telex line but Text Direct subscribers need only a standard phone line. And as if competing against its own dedicated telex service wasn't enough, BT already provides an alternative means of sending a telex — Telecom Gold, an electronic mail service offering users the ability to send and receive telexes.

Why should anyone bother with Text Direct if Telecom Gold already caters for this need? A good reason is that Text Direct solves a problem which other electronic mail companies such as Telecom Gold have long struggled with. Subscribers to electronic mail, often shortened to e-mail, must use the service's own telex number and then instruct potential correspondents to mention their mailbox number somewhere in the first line of the telex.

However, each Text Direct subscriber has a unique telex number and answerback. A Text Direct number is slightly longer than standard.

The above raises an interesting legal point. A test case, Brinkiboo v Stahag Stahl in 1981, established that a telex could be held as a legally binding contract if it could be proved that the sender had been received. So if the sender can show the receiving party's answerback number on the transmitted telex there is a good chance that the case will stand up in court.

Telecom Gold subscribers don't have an individual answerback number but Text Direct customers do.

The arguing point here is that Text Direct subscribers have no way of

knowing if a telex has been sent to their mailbox unless they call into the service on a regular basis.

E-mail companies offer ways around this problem. It is possible to link an e-mail service to a radio-paging system. This costs roughly £30 a quarter and is usually operated by BT radio paging.

Alternatively, an e-mail service such as Mercurylink 7500, formerly Easylink, is able to download the text

E-MAIL

By Tony Daniels

of a telex directly to a subscriber's PC. This just requires the appropriate microcomputer software and a modem which answers in-calls.

Actually, using Text Direct could be made easier. In response to the computer's request "Please login" users have first to type "login" before the identity number or password. This seems pointless.

However, a worse fate awaits the comms novice: having keyed in all the text of a desired telex, the user must type four "+" signs to indicate that the message is finished.

Unfortunately, most micro users have Hayes compatible modems — and if they type three "+" signs the modem stops sending characters and interprets the next characters as a command: drop the line.

The potential for disaster is thus considerable.

Text Direct could well prove to be a much cheaper method of sending telexes than Telecom Gold. Unfortunately, direct comparisons are extremely hard to make. Those who think that phone bills are unnecessarily complicated should definitely avoid e-mail or Text Direct.

Users end up paying for any or all of the following: the cost of the phone call, which hopefully will be local; an initial subscription fee, which can be avoided; a minimum monthly invoice (very hard to actually spend less than the minimum); connection time, which is a charge for taking up time on the mainframe; plus storage charges.

The last item tends to be conveniently overlooked. If the user receives a message and leaves it for a few days before calling the system, he or she will be charged for keeping that message stored on the computer.

Text Direct does not levy storage charges. Telecom Gold subscribers do not have to pay an extra fee for the privilege of sending a telex but they do have to store the telex command in their mailbox so it adds to the cost.

Both services have a rising scale of charges for sending the telex. It works out at 22p for an ordinary inland telex on Telecom Gold; the price for the same thing on Text Direct is 23p. Both are for 400 characters but there is a 10p handling charge on top of this with Text Direct.

Text Direct costs £20 to join and £25 a quarter to stay with the service. Telecom Gold costs £40 to join with no quarterly fee but there is a £10 minimum monthly invoice.

Connection time on Text Direct is 10p a minute. On Telecom Gold it is 11p a minute between 8am and 5pm, otherwise it is 3.5p a minute.

The real motive behind Text Direct appears to be to persuade those living outside London to subscribe to BT's national data service, Packet SwitchStream (PSS).

Once again, the charges are ludicrously complex but it still works out cheaper using PSS than dialling direct long distance.

To further complicate matters, BT has a rival service to PSS called MultiStream. It is like PSS except users are presented with "menus" to make the service slightly friendlier.

And the charges differ slightly, of course.

Both Text Direct and Telecom Gold are directly accessible via these systems.

Research shows that many e-mail subscribers joined purely for telex services. Text Direct therefore is well placed to capture an important segment of the market.

Telecom Gold, the largest e-mail provider in Britain with 76,000 subscribers, could suffer most.

Further information: ring Jane Coffey on 01-936 2468 (for those who want to pay) or Freephone TextDirect (to avoid the charges).

These hackers are wasting their time

By Steve Mansfield

Ever since my Prestel mailbox number was published in *The Hacker's Handbook*, inadvertently according to its pseudonymous author, Hugo Cornwall, I've been subjected to a steady flow of pleas from home-computer enthusiasts attracted by the new-found glamour of breaking into other people's computers.

Most are from obvious novices asking naively for "interesting numbers". And it's unlikely they would have the slightest idea of what to do with them even if I had any, which I don't.

A few offer numbers and passwords as a gesture of goodwill. These usually turn out to be public access bulletin boards or old favourites such as the Telecom Gold PSS identity, which is freely available but of no use apart from accessing Gold, and even then you need an account.

Hacking is now part of the language. The term is featured in *Guardian New Words*.

The movie *WarGames* made it look fun, if a trifle dangerous. And now Robert Schiffrin, who with Steve Gold is appealing against alleged hacking-related offences, has appeared on the late-night TV chat show *Don't Miss Wax*.

The antics of this famous couple have little to do with the kind of hacking that has banks and big corporations looking nervously at their security, the kind that involves moving large amounts of money or confidential information.

Serious hacking is not picking up numbers left for you on the system, or getting lucky with a randomly-typed password, the events which led to Mr Gold and Mr Schiffrin's

alleged transgressions. The official view is that hacking is theft, of computer time or electricity, or fraud, using computer services in someone else's name.

But those commonplace terms hide the real skills used in the major crimes.

People who believe themselves to be arch-hackers because they have picked up numbers left lying around are deluding themselves, even if those numbers do allow them to get into the mailboxes of a member of the royal family.

There is an equally false notion that hacking is some kind of black art, a VDU in place of a steaming cauldron, in which the hacker mystically divines passwords.

This is all nonsense, but in some respects it's a useful mythology.

Amateur hackers can cause disruption by blocking lines into a system and even getting halfway in. They can wreak havoc on systems which aren't secure for the simple reason that there's no reason for them to be so. Many of the numbers I'm offered are for educational or training centres, such as local information technology centres (ITCs).

If weekend hackers were to take up industrial espionage techniques as part of their hobby things could get a lot worse. But amateurs are more of a nuisance than a menace.

The real danger is that the entertainment value of hacking could be a smokescreen. While naive, if genial, amateurs are being interviewed on TV chat shows, the real hackers are still moving millions of pounds out of the banks, while the City keeps quiet in order to avoid scaring investors.

Managers are heading for the boardroom

JOBSCEENE

By Eddie Coulter

What the multinational companies do in management terms today, smaller companies do tomorrow and the rest sometime after that.

That may not be 100 per cent correct, but is close to the truth, especially when it comes to data processing. And soon it could mean that today's data processing managers could be tomorrow's managing directors.

In multinational companies, executive management is changing its view from that of using computing as purely an accounting and administrative tool into one of strategic issue, using information technology as a marketing tool and an important resource in management.

It seems the whole question of what type of person the data processing manager should be has begun to indicate a shift away from the traditional computer manager as a technician towards a more corporately responsible person.

"The DPM's role is developing in several directions, to the extent that in larger organizations it has to be subdivided and delegated," said Mike Brodrie, managing director of DCE Information Management Consultancy, an IBM Computer Users' Association conference.

George Morgan, principal consultant at Management and Executive Selection, agrees. "Everyone realizes there are changes starting to take place," he says. "It is due to the dissemination of data processing — PCs, wide area and local area networks."

"Data processing managers have a choice," he says. "Control it, or lose it."

Mr Brodrie sees DPMs now being divided into different



Forecasting changes: Mike Brodrie of DCE

types of manager, equal in responsibility but by differing degrees having the potential of becoming a senior corporate executive or even managing director.

First, business systems managers are required ensuring that business analysts adequately provide support to their functional areas within a company. An understanding of structured methods and data models is needed for this role, as well as normal exposure to users and the ability of communicate with systems designers.

"Such a person may not come from a data processing background at all," says Mr Brodrie, "but may come from a managerial background."

Information systems development comes next, involving the design and progress of data bases and applications development.

Typically such a person has a computing science degree. A third type of DPM manager is one who will be responsible for information technology procurement, a similar type to the former, but with greater interest in hardware, probably with a systems programming background and the ability to assess and benchmark systems, networks, electronic mail and so on.

Finally, there is the manager of operations, responsible for scheduling, routing and maintaining installations and networks, and who may have a slightly lesser technical background.

Beyond this, the level of responsibility is of a corporate nature involving corporate planning and an executive position and chief information officer, or perhaps a seat on the board.

Salaries are already reflecting the higher level of capability, according to George Morgan. In those companies where IT is becoming a strategic issue and computer managers are being retained, significantly outside London and away from Big Bang, salaries up to £35,000 are now being paid.

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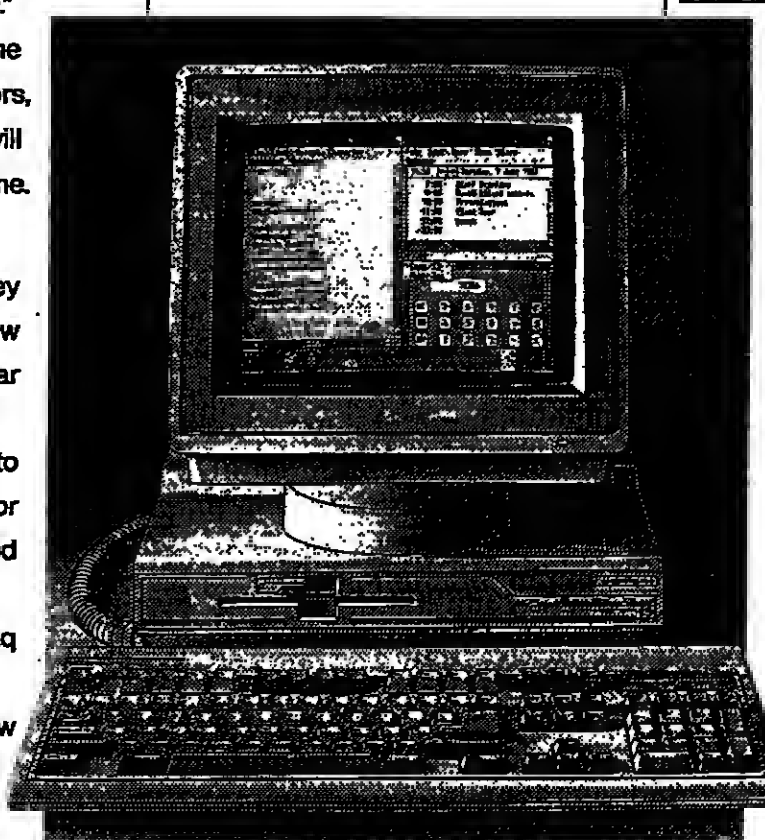
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'Direct-sell Dell' sets up in Britain

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S U F L A O P O S I O
A M I N I S T R A T I O N

■ Youthful computer whiz-kids have rather faded from the scene since the heyday of arcade games software. But one new entrant is Michael Dell, aged 22, who runs Dell Computer in the United States. Last week, he started up in Britain with the launch of three powerful IBM-compatible personal computers.

Mr Dell, who started his company three years ago, saw sales for 1986 reach \$69 million. His new computers, which start with an AT-compatible at about £1,500, claim to be the cheapest on the market because they are only available direct, side-stepping the dealers and their profit margin. There is also a faster version at £2,000 and a model based on the 386 chip at around £3,700, considerably cheaper than Compaq's well-known Deskpro.

Mr Dell's short career is said to include running mail order stamp auctions at the age of 13, followed by speculation in gold, silver and stock futures before founding the computer firm with an initial investment of \$1,000.

IBM sell-off

■ IBM has sold much of its holding in Intel, a key supplier of microprocessors for IBM computers, after concluding that the chip-maker no longer needed its financial support. Intel has repurchased \$361.6 million of its stock from IBM, leaving the computer giant with about 11 per cent of Intel's stock, down from about 20 per cent. More than half of the remaining holdings have been pledged to support a 1986 IBM Eurobond offering, so they are likely to leave IBM's control eventually.

IBM, which had hinted for the past year that it might reduce its Intel holdings,

COMPUTER BRIEFING

described the sale last week as purely a business decision. The move was welcomed by Intel, which said that its tight link with IBM would not be loosened by the sale.

Degree course

■ Kingston Polytechnic's part-time two-year MSc course in Information Systems Design, starting this October, is now open for applications. The course, which has about 30 places, includes 14 one-week residential units and is aimed at employees wishing to link training with full-time employment, projects being linked to the students type of work.

Sponsored jointly by the Science and Engineering Council and ICL, British students are 50 per cent funded by the SERC, leaving a bill of £5,000 a year to be found, usually through industrial sponsorship.

Japanese aid

■ A Japanese company plans to sell personal computer software to people worried about the Acquired Immune Deficiency Syndrome (Aids). The "Horror of Aids" software has been launched by Tokyo-based Medic Inc and asks 24 questions about the user's sexual experiences and health, and then indicates the possibilities of being infected. It also gives information on Aids prevention, safety in socializing with an infected person and lists Aids consulting organizations.



The Japanese-language software, evolved in co-operation with medical experts, will sell for about £42.

Photo first

■ Eastman Kodak has entered the emerging field of electronic photography with the introduction of seven new products designed for professional or commercial use.

Electronic stills cameras create pictures using the same technology as video cameras. The quality is lower than in pictures that use chemicals, but the images can be altered, stored and transmitted more easily.

Kodak's new products are centered around a matchbook-sized floppy disk that can be used to record images from computer screens, video cameras,

conventional stills cameras, or video cassette recorders. Once the images are stored on the disk they can be transmitted over the phone, retrieved on a colour display monitor or printed on Kodak's still video printer.

Swiss assault

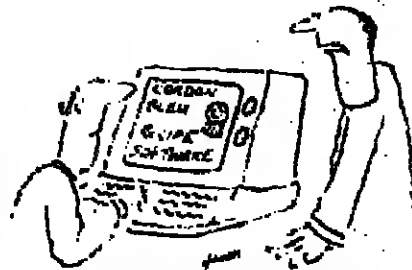
■ Shareholders have given final approval for a Swiss assault on the global telecommunications market, voting in favour of a merger of Switzerland's three leading independent firms in that field.

The new company, Ascotel Holding, will have an annual turnover of two billion Swiss francs (about £800 million), employ 12,000 people and become the 11th largest such company in the world behind giants like AT&T of the United States.

New tech for old masters

With up to 200 auctions being held in one week in the world of antiques and fine art, it is hardly surprising that someone has finally come up with a computerized system to keep track of them all. Tony Freeman has set up an online database service, Auctionline, which promises to keep dealers in the know about what's being sold where.

Pictured left, Tony Coakley of Gallerie Moderne demonstrates how the system can be searched with keywords to select, for example, an artist's name or a particular style.



"Menu-driven, I presume."

"It is no longer possible for the three most important independent Swiss telecommunications firms to continue developing, producing and selling identical or similar products in the Swiss market which, in world terms, is tiny," said the chairman, Hans Baumbacher.

'Recovery year'

■ New orders and shipments of US semiconductors in May reached its highest level for three years, prompting Andrew Process, president of the US Semiconductor Industry Association, to forecast: "With May's strong performance I am now convinced that this year will truly be a recovery year in the industry."

Results of a preliminary survey released by the trade group said average bookings, or orders, for the three-month period ending in May totaled \$1.023 billion, a 7.4 per cent increase over April. Orders in May were up 25.4 per cent over last year's levels and shipments were up by 10 per cent.

Research warning

■ A meeting of ministers due to be held today to discuss the EEC budget for

science and technology research has been cancelled following Britain's continuing refusal to lift its opposition to suggested compromise plans on the size of the budget.

EEC officials have warned that if the problems are not resolved in the next few weeks a shortage of cash will result in research teams being closed down, especially for the Esprit project for information technology.

Britain is now the only EEC member holding out against the latest suggestions for a reduced budget, believing it is still too expensive.

Costly reading

■ A useful guide running through all the major database management packages has been written by Kathy Lang. It includes a look at eight starter programs and 10 more powerful packages, as well as systems development packages, and gives an overall comparison of their various merits. The 340 pages are published in a loose-leaf binder form to add updates provided free for the first year.

Unfortunately this novel approach has also resulted in a price of £85. Software Fact Files: Database Management Packages is published by Ashford Press Publishing.

COMPUTER APPOINTMENTS

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Garf Collins: grappling with Russian translation

Tovarish Collins has a Soviet success

A book on Structured Systems Development by Garf Collins, managing director of BIS Applied Systems, has been translated into Russian by a Moscow publishing house, Finansy i Statistika.

More than 20,000 copies of the book have been printed in the Cyrillic script for students studying information technology in Eastern Europe.

Structured analysis, design and programming methods are used in the development of complex computer software.

Mr Collins said: "The book describes how to go about developing large computer systems from start to finish."

Since the Soviet Union signed the international copyright convention, it has paid publishers for the rights to translate and publish western books in Russian.

Mr Collins and his wife, Gillian Blay, who co-wrote the book, are unlikely to become rich on the Soviet royalties, however, which went for 1,400 roubles - around £1,400.

Press-button mortgages

By Matthew May

Getting a mortgage via an American computer firm may seem a new twist to the liberalization of the financial sector.

But last week Digital Equipment announced it is to set up a value-added network designed to link financial groups such as banks, building societies and insurance companies with brokers, estate agents and solicitors.

The idea is that customers will be able to get instant confirmation of mortgages and life insurance through a terminal, by-passing application forms.

"The services will be a considerable advance beyond simple information, quotation and data transmission services currently on offer," said Patrick Hedegard of DEC.

"Financial advisers will be able to review, select, quote and complete transactions while the customer is still in the office."

Its debut will have to wait until next January when the Financial Services Act comes into effect, but Britain is well ahead in the burgeoning market for such value-added networks, now commonly referred to as VANS.

The market for such services is predicted to rise in value from a current European turnover of around £120 million to more than £3 billion by 1992.

Last year, the Government decided to soften regulations on such network operators, and the Department of Trade and Industry is spending £14 million on a two-year project, called Vanguard, designed to increase concept awareness.

The potential power of computer firms supplying technology for the networks and running the distribution of information caused the Government to refuse permission for IBM and British Telecom to set up a network in 1984 because it feared it would stifle competition.

EVENTS

■ Scottish Electronics Technology Show, today until Thursday, Scottish Exhibition Centre, Glasgow (01-881 5051)

■ Networks 87, today until Thursday, Wembley Conference Centre, London (01-868 4466)

■ Comdex International,

Nice Exhibition Centre, Nice, today until Thursday (010-33 14 788 5048)

■ PC User Show, Olympia, London, June 30-July 2 (01-608 1161)

■ Amstrad Computer Show, July 10-12, Alexandra Palace, London (061-488 8835)

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HORIZONS

A guide to
career development

Bridging the career gap

At a time when the country is facing a severe shortage of expertise in industry, many highly qualified women who left their jobs to start a family are finding it difficult to resume their careers. Joan Llewellyn Owens reports on what's being done



Hunting answers: Lady Platt, chairman of the EOC

Britain faces fierce competition from abroad in the technology and service industries. Our growth and competitiveness are likely to be hindered by skills shortages, and yet every year large numbers of women, many of them highly qualified, leave the workforce, perhaps never to return, or possibly to a lower level post.

They leave to have a family and unless this career break is better managed than up to now, and more women are persuaded to return, the shortage of talent will get worse.

This was the theme of a conference organized by the Careers Research and Advisory Centre in association with the Equal Opportunities Commission and the Engineering Council.

The demand today is for a more knowledge-based workforce, not only in industry but throughout business and commerce. Where are the people to come from? The pool of 18-year-olds is growing smaller, from 900,000 in 1981 to a projected 600,000 in 1995.

Lady Platt, chairman of the EOC, said at the conference: "The short-term answer to the problem must lie in maximizing the talents of the existing workforce. Helping women to bridge the career break, to combine responsible family life and career makes good commercial sense. Expensive investment in education, training, and in-house expertise is not lost either to the employer or the employee."

A career break, she added, could also be a marvellous opportunity for mature women to acquire new or changed qualifications. Many of them did not have the opportunity when they were young.

Several speakers referred to the loss of confidence experienced by many able women who had been away from work for even a short period. They felt that technology had passed them by, and to get back into high-tech was difficult.

Leslie Morphy, author of *Career Change*, said that women returning to work, like men and women affected by changes in technology, unemployment or redundancy, would have to consider retraining or training for the first time, and were likely to need help.

Some help is available but not as much as needed. There are Access courses, preparing for higher education; New Opportunities for Women (NOW),

courses to help women to return to education, training or employment; Wider Opportunities for Women (WOW), to assist women to return to paid employment and usually covering traditional areas of women's work; or courses to encourage women to enter areas such as computing, electronics, management, enterprise, and non-traditional trades such as carpentry and plumbing.

Women are also eligible for the Manpower Service Commission's Job Training Scheme, and for distance learning via the Open Tech.

For women without A-levels in maths and physics wanting to read engineering, conversion courses are run by several colleges. Huddersfield Polytechnic provides a one-year technology foundation course for women which can be used either as an access course to further and higher education or as a method of improving job opportunities.

Suitably qualified women engineers, scientists or technologists who wish to return to employment after a period of domesticity can take the Women in Technology course run by the Open University.

Such a course "enhanced my confidence considerably", said Jackie Carpenter, a project planning engineer featured in the Engineering Council's video, *The Other Half*. Her career break, having two children and looking after them until the second reached school age, lasted eight years.

Another project to help qualified women was outlined by Professor Daphne Jackson, dean of the Faculty of Science at Surrey University and the co-ordinator of the Fellowship Scheme for Women Returners to Science and Engineering.

The objective is to provide retraining opportunities for women to regain the expertise and self-confidence necessary

to conduct advanced research, and so to be competent to compete on equal terms with men for permanent academic posts or senior research posts.

Professor Jackson also told of a Register of Returners, to be set up by the end of 1987. This would be used by employers seeking staff for industry.

All speakers emphasized the need for more employers to make provision for planned career breaks for their women staff. Some firms and organizations already have well thought-out schemes. These include NatWest, Barclay's and the Midland Banks, ICL, Boots, several government departments and some local authorities.

John Shrigley, director of personnel services with Marconi, described the company's scheme for professional and technician engineers. Salient points included the payment of a retainer for up to five years as a contribution towards annual institute subscriptions, cost of journals and travelling expenses to conferences/seminars; the opportunity to attend technical up-dating courses; the arrangement of a period of at least one month's work a year, special consideration for re-employment within five years of taking a break; updating and refresher courses if needed; and the possibility of working part-time, flexible hours, or working from home.

Planned career breaks are in employee's and employer's interests. Dr Kenneth Miller, director general of the Engineering Council, said: "A positive approach to career breaks can help to increase the competitiveness of a company and enable it to increase its return on the investment of engineers and technicians and other key personnel who have completed their initial training."

Each year 200,000 women return to work. *Returning to Work: Education and Training for Women* provides information about 1,400 refresher and updating courses. Compiled by the Women Returners' Network and published by the Longman Group, it costs £5.95 at bookshops.

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The three Laboratories of the IFR, at Reading, Bristol and Norwich, have an integrated programme of basic and applied research in the biological and physical sciences concerned with various aspects of the safety, quality and processing of food.

The Reading Laboratory has four research divisions: Biotechnology and Enzymology, Microbiology, Physics and Chemistry and Human Nutrition. It undertakes research relating primarily to milk and dairy products, oils and fats, beverages and confectionery, although much of the more basic work is not commodity related.

The Head of the Laboratory will be responsible for the day-to-day operation of the Laboratory and will be accountable to the Institute's Director of Food Research. However, a primary responsibility of the successful candidate will be the scientific management and coordination of the more biologically orientated research within the three Laboratories. This includes work in food microbiology and biotechnology and on the nutritional value of food.

He/She will be employed by the AFRC but will have the status of Professor in the University of Reading and be a member of the University Senate.

A new building for the Laboratory is to be established at the University of Reading and planning for this is about complete.

Candidates should have qualified in food science or the related underlying scientific disciplines and have a distinguished record of research, together with experience in the management of research. Experience in microbiology or biotechnology would be a particular advantage.

This is a grade 5 post with a salary in the range £23,730 to £27,805 (pay award pending). Request for further details and application forms should be sent to the Secretary, AFRC Institute of Food Research, Shinfield, Reading RG2 9AT. Closing date for applications 8 July 1987.

COMPUTER
MANAGEMENT

Systems Manager
£15,567 - £16,773 pa
Senior Systems Analyst
£12,519 - £13,506 pa

The Systems Manager will be in charge of a Section of 8 people. Main responsibilities cover co-ordination of systems development, user training and development aids. The person appointed will be experienced in systems and programming, and have a flexible approach to systems development. The Senior Systems Analyst will deputise for the Systems Manager and be responsible to him/her for the work of a project team. A minimum of 4 years Systems Analysis and Cobol programming is required. The Council has a Sperry System 80 model 8 computer, and over 50 micro-computers, and is committed to the extension of computer systems wherever appropriate. The attractive Council offices are situated in Farnborough and excellent conditions of service include flexible working, generous relocation package, and inflation-proofed pension.

Application form and job description available from the Personnel Officer, Council Offices, Farnborough Road, Farnborough, Hants GU14 7JU. Tel: Farnborough 516222 ext 205, to be returned by 3rd July, 1987. Interviews will be held on either 9th or 10th July, 1987.

Borough of
RUSHMOORCOLCHESTER
BOROUGH COUNCIL
Town Clerk and Chief
Executive's Department

Articled Clerk

Scale 4/5: £7311 - £9216

Applications are invited from Graduates who have passed the Law Society's Final Examination or expect to pass this year.

This vacancy affords an opportunity to gain experience over a wide range of legal work including litigation, conveyancing, planning, local government administration law and general administration.

If you would like to discuss the post informally please telephone Mr. G. White, Deputy Town Clerk on Colchester 712201.

Application forms and further details available from the Personnel Section, Town Hall, High Street, Colchester. Telephone: 712246. Closing date: Friday, 26th June 1987.

WEST LONDON HEALTH AUTHORITY
St. Thomas' Hospital
London, SE1Health & Safety Adviser
£10,877 - £12,085 inc. pa

This key post has been established within the Acute Unit, in recognition of its obligations in respect of Health and Safety.

You will be responsible for the provision of Health and Safety Advice to Managers and staff across all disciplines and for co-ordinating the implementation of good practice throughout the Unit.

You will be based at St. Thomas' Hospital, London, SE1. Applicants should preferably hold a relevant qualification.

Informal enquiries will be welcomed by Derek Meahan, Support Services Manager, Telephone 01-928 9292 Extn 3095.

For an application form and job description please write to the Personnel Department, St. Thomas' Hospital, Lambeth Palace Road, London, SE1 7EH or telephone our 24 hour answering service (Monday to Friday) on 01-261 1185 quoting the job title and job reference P/65. Closing date for completed applications is: 29th June 1987.

AN EQUAL OPPORTUNITY EMPLOYER

UNITED KINGDOM CENTRAL COUNCIL
UKCC Deputy Manager

Management position in computerised records department
Salary £11760 - £14443.
Situating near Oxford Circus.

For further details ring 01-637 7181

FRIENDS OF THE ELDERLY

Resident Warden and
Assistant Warden

Owing to retirement, we have two posts available at our rather special homes, mainly for retired professional people, located at Hampshire and Surrey.

A nursing background and/or proven care experience together with sound administrative skills are essential, but as important is the ability to manage staff and to establish good relationships with residents and their families.

Benefits include competitive salary, attractive pension scheme and accommodation arrangements.

Please apply with full CV to:

The General Secretary
Friends of the Elderly
42 Ebury Street
London SW1W 0LZ
Tel: 01-730 8263

An Equal Opportunities Employer

PROPOSED NEW COLLEGE
OF FURTHER EDUCATIONPRINCIPAL
DESIGNATE

Applications are invited from suitably qualified and experienced candidates for the post of Principal Designate of a new college of further education to be formed from a merger of North Worcestershire College (Bromsgrove) and Redditch College of Further Education. The college will be in Birmingham Group 7, and the salary will be at the top of the range (at present £27,045 per annum pending the new salary agreement).

Candidates will be expected to have academic or professional qualifications of a high order, and to have successful teaching and management skills in education, coupled with industrial/commercial experience, or to have had an overriding managerial experience in the wider field of industry and commerce.

The target date for the merger is 1 September 1988, but it is proposed to appoint a Principal Designate from as early a date as possible to enable him or her to take a leading role in the planning and implementation of the merger.

Application forms and further details are obtainable from the County Education Officer (Ref FES/KDB), Castle Street, Worcester, WR1 3AG, to whom completed applications should be returned no later than 7th July 1987.

Hereford and Worcester
County CouncilPRIME ANALYST/PROGRAMMER
AVON

UP TO £13,250 (pay award pending)

Your main role will be to participate in the support and development of computer applications on the Department's PDS/55 mini computer and the County Council's IBM 3081 mainframe computer. You will need to have had at least three years experience in data processing and you should be proficient in FORTRAN 77.

Applicants will normally be expected to have a degree in computing or a related discipline, or be members of the British Computer Society. The salary range for the post is £11,804 to £13,250 which includes a market factor of three increases and the starting salary will depend upon the level of experience and qualifications held by the candidate.

You will be working in an attractive part of the county as well as having the following employment benefits:

- Substantial relocation package available where appropriate.
- Excellent conditions of service with up to 25 days holiday and 11 public holidays.
- Good wide ranging experience of computer services in a major technical department.

Applications for this post are available with further details from Director of Personnel Services, Area House, The Haymarket, Bristol, BS9 7HE, or telephone Bristol 289365 (Answer on this number after office hours).

Please quote reference number 586/85461 when asking for forms which must be returned by 10th July 1987.

Highways & Engineering Department

Avon
COUNTY COUNCIL

COMPUTER APPOINTMENTS

SOLUTION SALES

Financial, Distribution, Retail and Manufacturing
SENIOR SALES TO £20K Basic
and TRAVEL
MAJOR ACCOUNTS £50K Top Earner

This exciting international multi company environment is seeking the dynamic salesperson for the post, regardless of sex, race, disability or sexual orientation.

Consistent high sales volume is a must. You must be able to work in a team on your own. 25% of the sales volume must be made up of new business. You will be working in a dynamic environment with excellent career prospects. If you are ready for a challenge and want to work in a team with a great future, please apply to: CITY RECRUITMENT CONSULTANTS, 50 BOUNDARY, LONDON EC3

DHL

Service Bureau Manager

BAHRAIN

- TAX FREE SALARY ■ ACCOMMODATION
- LIVING ALLOWANCE ■ CAR ■ FREE TRAVEL

DHL is the world's leading international courier service with offices in over one hundred and eighty countries. They are currently developing and implementing new global fourth generation total systems.

There are nine major hubs, strategically located around the world, that support over one hundred IBM System 36's, in addition to various mini's and micro's. These communicate via a third party Value Added Network, and DHL's own developed network.

The Service Bureau Manager will be fully responsible for Management Information and Computer Operations within the Bahrain region, which supports the whole of the Middle East. Additional duties will involve liaison with satellite offices, control of the communications switching centre and running 11ub Technical Services and information systems.

The ideal applicant will have a good understanding of IBM system 36 and have had managerial/administrative experience within an Operations environment. The successful candidate will be based in Bahrain for an initial 2-3 year period and will then have the option of relocation to other regions, including England.

The position is open to single and married candidates and offers an excellent TAX FREE salary plus a generous living allowance, high quality living accommodation, health care, car and fully paid air fares. There are quality American and English schools catering for most religious denominations and the local amenities and facilities are excellent.

Please call our advising Consultant for a confidential discussion and immediate interview.



24 hrs 01-439 8302
01-437 5994
21 CORK STREET LONDON W1X 1HB
Evenings & Weekends
01-309 7530 & 0253 27703

Costly reading



British Collins
New York Success

Press-Burton Inc.

01-481 1066

PUBLIC APPOINTMENTS

01-481 1066

EMA ENGINEERS' AND MANAGERS' ASSOCIATION

National Research Officer

Following the promotion of the existing occupant, applications are invited for the post of National Research Officer of the EMA.

The EMA represents professional, scientific, technical, managerial and allied staffs in electricity supply, shipbuilding, engineering, aerospace and other industries. The successful applicant will head the existing Research Department, and will be expected to undertake the full range of research and information work needed by a trade union, carried out to a high professional standard. There is a major requirement for quality research on issues such as energy policy, industrial structures, taxation and industrial relations legislation. There are also representational responsibilities.

Applications should have a degree in economics, statistics or one of the social sciences, or be of a similar standard of ability. Experience of trade union work and/or industry is essential.

The current salary is on a scale from £19,141 to £22,202 plus £386 responsibility payment. There is a contributory superannuation scheme. Starting salary may be above the minimum, depending on circumstances.

Applications should be sent to the

General Secretary
Engineers' and Managers' Association
Station House
Fox Lane North
Chertsey
Surrey
KT16 9HW

to arrive no later than 8th July 1987.

Further details will be sent on request.

ilea Working in Education

CENTRE FOR URBAN EDUCATIONAL STUDIES

Director - Language Division

Applications are invited from suitably qualified and experienced teachers for the position of Director of the Language Division at CUES. Salary equivalent to Headteacher Group 7. Post no. 636. Closing date: 3rd July 1987.

TEXTILES TEACHERS' CENTRE
Clapham Road, SW9.

Warden

Salary equivalent to Headteacher Group 6. This full-time permanent post is vacant from 1st September. Applicants should have a minimum of 5 years' teaching experience in the schools area of fashion/textiles, preferably at secondary level and have proven administrative and organisational abilities. Work will focus on the development of design within textiles and the organisation of appropriate INSET courses across the Authority.

Post no. 845. Closing date: 3rd July 1987. Further details and application forms are obtainable from and returnable to: Personnel Officer, Room 64, The County Hall, London SE1 7PB. Tel: 01-633 1303/5. Please quote post no.

Inner London Education Authority
LEA'S AN EQUAL OPPORTUNITY EMPLOYER

GWENT HEALTH AUTHORITY

TREASURER/DIRECTOR OF RESOURCES

The Authority is seeking a highly motivated Treasurer/Director of Resources with an expectation that he/she will exercise an executive responsibility for resource management and a proven ability at a senior level in a complex organisation will be sought.

The Health Authority employs 10,255 staff, has a combined revenue and capital allocation of £110m, and serves a population of 440,000.

He/she will lead a department of over 150 staff which includes the supplies function. It has highly developed computer networks linked to mainframe, has introduced IRIS, and an aptitude for the development of information technology is essential.

Enquiries to: Mr K.J. Redwood, Treasurer/Director of Resources, Telephone: 04955 2401.

Salary in the range of £23,331 to £26,838.

Application forms and job description and further information are available from: Personnel Department, Marnhill House, Marnhill Park Estate, Pontypool, Gwent NP4 0YP.

Closing date: 30th June 1987.

Litigation Solicitors

London up to £17,000

In meeting the needs of this diverse area. The Royal Borough of Kensington and Chelsea takes a highly professional and flexible approach.

This is reflected in the work of the Solicitor's Department which covers the spectrum of the council's civil and criminal litigation apart from planning and social services. We are now seeking further Litigation Solicitors to join a small specialist team undertaking a wide variety of litigation.

Advocacy in the Magistrates and County Courts is expected and attendance at Committee meetings is envisaged. Successful candidates will be enthusiastic, ambitious and able to work on their own initiative. As opportunities are at varying levels of experience, the backgrounds we seek will range from newly-qualified to several years' experience, not necessarily in local government.

Starting salary will be in the range £14,000 - £17,000 depending on experience. Along with other benefits a generous relocation package is offered which includes our newly set up equity share scheme where up to 50% (to maximum £50,000) can be offered interest free towards the cost of your new property. The council will retain equity of the relevant percentage redeemable on sale or by arrangement.

For further information and an application form, telephone 01-837 5464 ext 2167. Alternatively write with full CV to: Michele Rosenberg, Personnel Officer, The Royal Borough of Kensington & Chelsea, The Town Hall, Hornton Street, London W8 7NX.



The Royal Borough of
KENSINGTON & CHELSEA
AN EQUAL OPPORTUNITY EMPLOYER

CONTROLLER OF RESEARCH AND POLICY PLANNING

£25,000

This senior post has been created, following a review by consultants, to help the Society develop policies which will shape the future of the solicitors profession.

Reporting to the Assistant Secretary-General (Co-ordination), the postholder will initiate and coordinate research within the Society, drawing upon the expertise of the profession and the academic world. High academic qualifications, practical experience of team leadership, as well as the analysis and advocacy of policy options are among the attributes expected of the successful candidate.

Further particulars of the background to the appointment may be obtained by telephoning Dr A.N. Brice on 01-242 1222.

The remuneration package will include pension, life assurance, season ticket loan and generous relocation expenses where appropriate.

Applications outlining education, experience and achievement and quoting the names of three referees to be submitted by 29 June to Joyce Collinson, Personnel and Training Manager, The Law Society, 113 Chancery Lane, London WC2A 1PL.

We are an equal opportunities employer.



THE LAW SOCIETY

FLOUR MILLING AND BAKING RESEARCH ASSOCIATION

STATISTICIAN

We carry out research on behalf of the UK milling and baking industries. There is a vacancy in the Process Control and Mathematics Section for a statistician interested in applying his or her skills in the areas of mathematics, statistics and computing to a variety of problems, usually in collaboration with other scientists from a range of disciplines.

Applicants should have a good degree in a mathematical, engineering or scientific subject, together with some relevant post-graduate studies or experience, such as an MSc in statistics, or experience, and an interest in applied statistics.

Initial salary in the range of £20,000-£21,000 pa depending on qualifications and experience. Further details may be obtained from the Company Secretary, FMBRA, Chorleywood, Herts WD3 5SH or by calling Dr. T. Peam on 0278 4111. Applications including a full CV should be submitted before 3 July 1987.

UNIVERSITY OF GLASGOW

PERSONNEL OFFICER

(£11,460-£18,210)

Applications are invited for the above post in the University's Academic Personnel Office. The Academic Personnel Office deals with approximately 2,000 academic, administrative, research and other appointments and the successful candidate would be required to select and interview for the full range of personnel services for this group.

Candidates should have several years' practical personnel experience with a large organisation and hold a degree, or equivalent qualification, in personnel management. Experience of recruitment, selection, discipline, grievance, and industrial relations would be an advantage.

The post is supervised and salary placed in the University's Academic Personnel Office, Grade 9 (£11,460-£18,210) of the salary scale for Administrative, Library and Other Staff.

Further particulars are available from the Director of Personnel and Administration, University of Glasgow, Glasgow, G12 8QQ, to whom applications (to include, giving the name and address of three referees, should be sent not later than 10th July 1987.

In reply please quote Ref. No. 5935C.

ROYAL COLLEGE OF SURGEONS OF ENGLAND

SECRETARY TO THE FACULTY OF DENTAL SURGERY

Applications are invited from those with experience of senior level in a professional or educational institution for the post of Secretary to the Faculty of Dental Surgery. The work is concerned with the education, examination and training of dentists in the Hospital services and increasingly in respect of general dental practitioners.

Salary within the range £18,000 to £21,000 on University Administrative Scale.

Apply in writing by submitting a curriculum vitae to: 35-43 Lincoln's Inn Fields, London WC2A 3PT. Tel: 01-405 3474 ext. 136 by 10 July 1987, from whom further particulars are available.

ASSISTANT SOLICITOR

Up to £13,500 + Car Allowance

A broad range of activities including conveyancing, committee and court work, combine to make this a prime opportunity for a young, qualified Solicitor to develop both career and management skills.

You will assist the Council's Solicitor in all the Council's affairs and be required to attend some committees for which a knowledge of planning legislation would be an advantage.

Relocation to this attractive area on the edge of the Cotswolds is eased by a package of up to £2,650.

If you would like an informal discussion, Mike Abbey, The Council Solicitor (ext 4286) will be more than happy to oblige.

For job description and application form, contact the Personnel Officer, West Oxfordshire District Council, Derr Lane, Witney, Oxon OX8 5LE. Telephone Witney 2941 ext 4285.

To be returned by 29th June 1987.

West Oxfordshire

MEDINA BOROUGH COUNCIL PICK PROGRAMMER

Up to £11,271 per annum (pay award pending)

Medina Borough Council is a small local authority on the Isle of Wight with offices at Ryde, Newport and Cowes, and we are currently looking for a microdata (MDLS) programmer with DATA/BASIC experience to join and strengthen our Information Processing Team.

Our current hardware setup is based on a McDONNELL DOUGLAS N9320 with over 20 On-line terminals and several micros. We also link into a IBM mainframe.

The Isle of Wight offers an excellent environment in which to work and live. Property prices are cheaper than most areas of the South, and relocation expenses are available. If you have at least 3 years DATA/BASIC, PROC and ENGLISH experience and perhaps a knowledge of ALL, then we would like to hear from you.

Further details and an application form can be obtained from Max Burton, Personnel Officer, Town Hall, Lind St, Ryde, Isle of Wight. For an informal discussion phone either Merry Player, Information Processing Manager, or Rob Walton on Isle of Wight (0983) 520000.

THE RHODES TRUST



Warden of Rhodes House and Secretary to the Trustees

The Rhodes Trustees intend to appoint a Warden of Rhodes House and Secretary to the Trust, to succeed Dr. Robin Fletcher. Dr. Fletcher retires on 30th September 1989; the Trustees hope that his successor will be available from 1st October 1988 in order to travel extensively overseas in 1988/89.

The post carries general responsibility for about 200 resident Scholars, involving frequent contact with Oxford colleges and departments, and with the selection boards in the various countries from which the Scholars come. The Warden is responsible to the Trustees for the administration of Rhodes House and for maintenance of the building and, as Secretary to the Trustees, for all matters concerned with the business of the Trust.

Further particulars of the appointment, which is open to men and women who have appropriate university experience, may be obtained from the Warden's Secretary, Rhodes House, Oxford, OX1 3RG. Applications, addressed to the Chairman, The Rhodes Trust, at the same address, must be received by July 20th 1987.

DORSET INSTITUTE OF HIGHER EDUCATION

Department of Information Systems

PRINCIPAL LECTURER/READER IN INFORMATION SYSTEMS

POST NO. 4700

Candidates should have sound experience in the development of Computer-based Information Systems. Previous teaching experience is not essential, however, the candidate must be able to demonstrate that he has successfully managed large projects.

Experience is one of the following areas is desirable: Artificial Intelligence Knowledge Based Systems Information Systems Development Database Systems Management Information Systems Software Engineering

Candidates with a strong research background may be considered for appointment as Reader in Information Systems.

Starting date: By mutual agreement Salary: £14,794-£16,408 (Bar Point) - £18,588

Closing Date: 30th June 1987

Further details and application forms are obtainable from the Staffing Officer, Dorset Institute of Higher Education, Wallington Road, Farnham, BH12 8BB. Telephone Dorchester 0202 524111 Ext. 5031.

ARTS SPONSORSHIP EXECUTIVE

The Association for Business Sponsorship of the Arts (ABSA) seeks an executive to run a new office to be set up in Belfast. The Executive will be full-time and promote arts sponsorship and administer a new matching programme for the arts in Northern Ireland, the Business Sponsorship Incentive Scheme on behalf of the government.

The successful candidate will preferably have experience in the fields of both business and the arts, have the ability to work on their own initiative and with people at a senior level. The executive will report to ABSA's Director in London and to a Northern Ireland committee.

ABSA is the independent National Association working with business and the arts to develop Arts Sponsorship in the UK.

Salary between £9,500 - £12,000 (under review)

Applications in writing with full c.v. and two references by June 26 1987, to: The Director, ABSA, 2 Chester Street, London SW1X 7BA.

This appointment was first advertised as a part-time position - all existing applications will be reconsidered for the full-time post.

CHIEF EXECUTIVE AND CLERK'S DEPARTMENT

Assistant Solicitors

PO. 3-9: £12,555-£16,011 p.a. (Salary award pending)

We are looking for two able and enthusiastic solicitors or barristers (either qualified or soon to be admitted), who have been working in the public or private sector, to join a team of young lawyers working in the following fields: consumer protection, environment, education, High Court and County Court litigation, child care and advocacy.

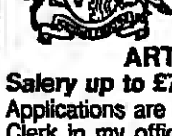
The County Council's offices are situated in the Cathedral City of Durham within easy distance of the finest countryside of Northern England including four National Parks. Housing is relatively inexpensive. The environment is congenial as is the working atmosphere which is friendly but busy.

Application forms, returnable by 26.6.87, together with further particulars, from the Chief Executive and Clerk, County Hall, Durham DH1 1UL. Tel. Durham 386 4411, Ext. 2481.

Durham County Council is an equal opportunities employer.

Durham COUNTY COUNCIL

ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD



ARTICLED CLERK

Salary up to £7,383 p.a. + car allowance. Applications are invited for the post of Articled Clerk in my office.

This post offers an excellent opportunity to gain varied experience in a busy office carrying out a wide range of legal functions including conveyancing, litigation and advocacy.

Preference will be given to graduates who have passed all or most heads of the Law Society's legal examinations and who are enthusiastic and articulate.

The Royal Borough is beautifully set in the Thames Valley to the west of London with excellent road and rail links and can offer you:

The opportunity to work in a progressive and forward looking Authority; Pleasant working conditions;

Closing Date: 26th June 1987.

Informal enquiries should be made to Bob Rosner, Principal Solicitor, on Maidenhead (0628) 33155, extension 2012. Application forms and further details are available from my Secretary at the Town Hall, St. Ives Road, Maidenhead, Berkshire, SL6 1RF, on extension 2014.

David Lunn
Borough Secretary.

LE COURT

Hampshire's Leonard Cheshire Foundation Home

for Severely Physically Disabled People

HEAD OF HOME

Applications are invited from persons whose previous experience suggests that they have marked characteristics of unobtrusive leadership, human understanding and considerable administrative and business management ability.

Candidates should be between 35 and 55 years. Previous experience in Social Service type of work could be an advantage, but this is not essential. The Selection Committee will attach greater importance to the character, adaptability and background of the candidates and the degree of success they have achieved in whatever walk of life they come from.

Salary will be by negotiation, in the region of £15,000 per year (according to age and experience). Applicants should preferably live locally.

This appointment falls vacant on 1st October 1987.

Please write for the Job Description and Application Form to:

The Head of Home,
Le Court Leonard Cheshire Foundation Home,
Greatham,
Liss,
Hampshire GU33 6HL.

Closing date for return of completed application forms is 29th June 1987.

S 01-481 1066
 Litigation Solicitors
 London up to £17,000

01-481 4481

LEGAL APPOINTMENTS

01-481 4481

QUALIFYING IN 1987?

London/Provinces
 We welcome enquiries from Articled Clerks throughout the UK due to qualify in 1987 who would like the opportunity to discuss, on an informal basis, the opportunities open to them in private practice, both in Central London and the provinces. Positions in all fields of the law carry with them increasingly attractive remuneration and prospects.

COMMERCIAL LAWYER

Reading
 Applications are invited from lawyers with up to 8 years commercial experience to join the small Corporate office of this major industrial manufacturer. The successful candidate will undertake a wide range of legal matters, including some insurance and compliance work. This is an exciting opportunity for someone wishing to further their career with a highly attractive salary.

PROPERTY LAWYERS

Central London
 We are currently recruiting on behalf of a number of clients seeking to strengthen existing property departments with quality lawyers at all levels. The work offered by a variety of practices ranges from domestic conveyancing to concentration on complex commercial property transactions. Many of these positions carry excellent partnership prospects.

CORPORATE FINANCE

From £25,000 + Bens
 On behalf of leading City Merchant Banks and Stockbrokers, we are recruiting high calibre lawyers to join expanding corporate finance teams. Applicants aged 26-32 will have gained quality post-qualification experience with a leading City firm of solicitors and will be required to demonstrate commercial awareness and excellent interpersonal skills.

For details of these and other vacancies, please contact John Cullen or Judith Farmer.

BADENOCH & CLARK

LONDON • BIRMINGHAM • MILTON KEYNES
 THE LEGAL AND FINANCIAL RECRUITMENT SPECIALISTS
 16-18 NEW BRIDGE STREET, BLACKFRIARS, LONDON EC4
 TELEPHONE: 01-583 0073 OR 01-587 0208 (EVENINGS & WEEKENDS)

COMMERCIAL PROPERTY

Slaughter and May are looking for energetic young solicitors to work in their Property Department. The firm handles a wide range of commercial property work including institutional investment and development projects, commercial lettings and mortgages.

Salary and benefits will be attractive and will take full account of age and experience.

Applicants, who should be able to mix well into a friendly and hard working environment, should apply with full C.V. quoting ref PMJ1 to:-

Peter Morley-Jacob,
 Slaughter and May, 35 Basinghall Street, London EC2V 5DB

SLAUGHTER AND MAY

WOOD & AWDRY

Long established Wiltshire solicitors are looking for a solicitor/barrister keen to specialise in tax planning to join their progressive private client team.

The work load is demanding and varied, involving a high degree of client contact. This is coupled with country life in unspoilt surroundings yet within easy reach of Bath, Bristol and London.

Remuneration and prospects are good.

Please write in confidence with Curriculum Vitae to William Wyldbore-Smith, Wood & Awdry, 3 St Mary Street, Chippenham, Wilts SN15 3JL.

Commercial Solicitor

Opportunity for a young solicitor with general commercial experience gained either in industry or in private practice to join the legal department of a substantial and well-known construction company at their London Head Office. The successful candidate will handle commercial work ranging from the negotiation and drafting of construction contracts, commercial arbitrations, High Court litigation, and employment

law, to advising management on commercial matters such as the acquisition of computer equipment. There will be ample scope for the successful candidate to work alongside senior management and to become closely involved in everyday business problems. An attractive remuneration package will be offered, which will include a company car (or car allowance) plus free petrol. For more information, please contact Sonya Rayner.

CHAMBERS AND PARTNERS

Recruitment Consultants
 74 Long Lane, London, EC1A 3ET
 Tel: 08951182 (01) 606 5971 Fax (01) 600 1793

ASSISTANT SOLICITORS

Long established and expanding Leicester firm requires assistant solicitor with ability and commitment in the following areas of work:

COMPANY/COMMERCIAL assistant to partners in all areas of corporate and commercial work including sale and purchase companies/businesses partnership insolvency and employment.

CONVEYANCING assistant to partner in commercial transactions including leasehold and mortgage work.

LITIGATION assistant for challenging workload encompassing mainly civil matters, High Court and County Court, but with some opportunity for advocacy in the Magistrates Court. Excellent opportunities for the right applicants

Applications with full C.V. to
 STONE & SIMPSON
 37 New Walk
 Leicester LE1 6TE
 Reference CAM

SOLICITORS

Commercial Conveyancing

John Mowlem and Company PLC have two vacancies for Solicitors in the Company's Legal Department at the Head Office in Brentford, Middlesex, near the M4 Motorway.

The Legal Department establishment will comprise of five solicitors. The selected candidates will be based at Brentford and become members of the legal team which contributes a full legal service to the Mowlem Group of Companies. These positions will be in connection with commercial conveyancing. The appointees will therefore work in close conjunction with the Company's property division.

These positions will suit solicitors with experience of conveyancing, preferably negotiable depending on age and experience ranging from circa £18,000 - £20,000 per annum, together with pension and life assurance scheme, generous holiday entitlement and other staff benefits. Suitable applicants are invited to write in confidence to Mrs Debra Bennett, Group Personnel Officer, John Mowlem and Company PLC, Westgate House, Ealing Road, Brentford, Middx TW8 0QZ.

Mowlem



ASSISTANT SOLICITOR

for the
MERSEY DOCKS AND HARBOUR COMPANY

SALARY WITHIN THE RANGE £12,643/E14,851
 Mersey Docks and Harbour Company, the Port Authority and main Stevedoring Company for the Port of Liverpool, one of the UK's major Ports, has a vacancy for an Assistant Solicitor.

The successful candidate will work as part of a small but busy team, dealing with an interesting and varied range of legal and commercial matters, including property leasing, conveyancing, employment, litigation, contract and shipping law.

Whilst candidates will not be expected to have experience in all these facets, the emphasis will be on the areas mentioned.

A commercial outlook is essential and candidates should have not less than 3 years post qualification experience. An initial salary within the range £12,643/E14,851 is offered, dependent upon age and experience, together with a contributory pension scheme and attractive sick pay and annual holiday entitlements.

Applications in confidence should be sent in writing enclosing full C.V. to:

Personnel Department, Mersey Docks and Harbour Company, Port of Liverpool Building, Liverpool L3 1BZ, Merseyside, to be received by 30th June, 1987

SOLICITOR

Circa £17,000

An opportunity exists for a young and enthusiastic solicitor to join a small team of lawyers based at Worthing who provide a comprehensive legal service to Southern Water's Headquarters and to its Divisions in Kent, Sussex, Hampshire and the Isle of Wight.

You are likely to be aged 25 to 30, qualified for 2 or more years and capable of undertaking a wide range of legal and commercial work in a vibrant industry.

The salary and benefits package is good and includes a car users allowance. Generous relocation expenses are available where appropriate.

If you would like to develop your career with a large progressive organisation, with a positive attitude to staff development, application forms and further details of the post are available from the Regional Personnel Manager, Southern Water, Guildhouse House, Chelworth Road, Worthing BN11 1LD or phone Worthing 31673 (24 hour answering service). Closing date for completed application forms Wednesday 1 July 1987.



Southern Water
 making water work

INTERNATIONAL BANK

is currently seeking an additional

LEGAL ADVISER

preferably with a working knowledge of

SPANISH

The successful candidate will assist with the origination and review of documentation and the provision of advice in all areas of retail, corporate, investment and international banking activities.

Experience in the financial services area an advantage, but applications are invited also from recently qualified solicitors.

Written applications, with detailed c.v., to:

The Personnel Manager,
 Banco de Bilbao,
 100 Cannon Street,
 London EC4N 6EH.

COVENTRY MAGISTRATES' COURT COURT CLERK

under training

Salary £6,939 to £10,545

Applications are invited for the above post from persons who have passed Law Society or Bar final examinations. Articles of clerkship would be available.

Applications giving details of age, experience and qualifications together with the name and address of two referees should reach me by 26th June 1987. Telephone enquiries may be made to 0203 25555 ext. 2712.

D.H. Kidner, O.B.E., LL.M.
 Clerk to the Magistrates' Courts Committee
 St. Mary's Hall
 Coventry, CV1 5RH.

Stringer Saul

The continued growth of our busy commercial practice means that we are urgently seeking three capable, committed and energetic young Solicitors who seek to gain or broaden their existing commercial experience in a friendly and stimulating environment. All professional staff are offered a high level of responsibility and are encouraged to develop their own client portfolio at an early stage, to a degree not always found in larger Firms.

PROPERTY DEPARTMENT

Two lawyers are needed for this Department which handles good quality work covering the broad spectrum of commercial transactions, including development and funding, investment schemes and all forms of letting. One post would suit a Solicitor of up to 3 years experience, whilst the other would be likely to suit a more recently qualified person.

COMMERCIAL DEPARTMENT

One lawyer is sought to assist in this Department which handles a wide range of company and commercial work, with particular emphasis on corporate finance, new issues and Stock Exchange work. A working knowledge of public company practice, including the Yellow and Green Books, would be an advantage but Articled Clerks expected to qualify in the summer are encouraged to apply.

Remuneration will match the ability and experience of the successful applicant.

Apply with a detailed curriculum vitae to Alan Ashley, Stringer Saul, Marcol House, 293 Regents Street, London W1R 7PD.



Assistant Company Secretary

£Attractive package

London EC4

For a successful financial services group which provides a wide range of specialised banking, treasury, investment management and other services. The group has expanded rapidly, both organically and through acquisition.

Reporting to the Head of Legal Department, you will assume responsibility for the day-to-day running of the secretarial function. You will ensure compliance with the Companies' Act and Stock Exchange regulations and provide research and advice on other legislation (eg the Financial Services Act), and its impact upon the Group's operations. Other duties will include preparation for and attendance at meetings of the main Group Board, and the Boards of a number of UK and Overseas subsidiary companies.

You are either a Lawyer with a keen interest in company secretarial work or a Chartered Secretary with appropriate experience, ideally in your late twenties to early thirties.

A background in financial services would be an advantage; an understanding of current developments within the sector is essential.

Salary is for discussion according to age and experience and benefits include subsidised mortgage, non-contributory pension and private medical insurance.

Please write - in confidence - with full cv and current salary to Lynne Stevens, ref. A21172.

MSL Chartered Secretary, 52 Grosvenor Gardens, London SW1W 0AW.



COMMERCIAL LITIGATION

HONG KONG

Baker & McKenzie, Hong Kong, are looking to recruit commercial litigation solicitors with at least 3 years post qualification experience to join their fast expanding practice.

In addition to offering substantial remuneration, there exists excellent career opportunities for successful candidates.

Applications in writing with full c.v. should be sent to
 Blair Wallace, Baker & McKenzie,
 Aldwych House, London WC2B 4JP.

BAKER & MCKENZIE

LITIGATION SOLICITOR

Keen, ambitious and vigorous litigator required for busy general practice in Romford. This post will offer opportunities for civil and criminal advocacy, and will suit a personable young solicitor of up to two years qualified experience.

Please apply with C.V. to:

C.B. Chandler
 Capstick-Dale and Partners
 6/8 Western Road, Romford
 Essex. RM1 3RB
 Tel: 0708 22466

AMHURST BROWN MARTIN & NICHOLSON St James's, SW1 PROBATE, TRUSTS TAX

We are seeking an able solicitor with five years probate, trust and relevant tax experience in a medium-sized firm of solicitors.

A competitive salary is offered.

Please write with full C.V. to:-
 Partnership Secretary
 Amhurst Brown Martin & Nicholson
 2 Duke Street, St James's
 London SW1Y 6BJ

01-481 4481

LEGAL APPOINTMENTS

01-481 4481

Bank Recruitment Advertising

An unusual dual role in...

INTERNATIONAL BANKING

Our client is one of the most powerful Japanese banks, with a global branch network and a major, long established London presence.

Due to continued expansion, an opportunity has arisen for a recently qualified young Lawyer to assist and deputise for the bank's present Legal Adviser. In addition, the successful appointee will be directly involved in marketing the bank's services to a broad client base. Training will be provided in order to develop the necessary skills.

The ideal candidate will be a bright, energetic young Lawyer with a sound academic record, an analytical approach and outgoing personality. Linguistic ability, particularly in Italian or Japanese, would be helpful although not essential.

This appointment offers exceptional scope for career development with a prime financial institution. The remuneration offered will reflect these factors.

Please write initially to Joanna Davies, Executive Division, Anderson, Squires Ltd., 127 Cheapside, London EC2V 6BU. Please mark Ref. 748 on the envelope, indicating in a covering letter any banks to which you would not wish your application to be forwarded.

Financial Recruitment Specialists

Anderson, Squires

SOLICITORS

HEAD OFFICE, MAIDENHEAD
£15,391 - £19,011

(Entry to the scale will depend upon qualifications and experience)

Following the restructuring of the organisation of the Solicitor's Office, Southern Electricity is looking to recruit three Solicitors with a positive and responsive approach to lead in Litigation, Conveyancing and Commercial work.

Southern Electricity House is situated on the A4, three miles west of Maidenhead and only a few minutes drive from Junction 8/9 of the M4 motorway. Southern Electricity supplies more than 2 million customers and covers 6,500 square miles of Southern England.

LITIGATION SOLICITOR

The Litigation Solicitor will have the conduct of all civil and criminal work on behalf of Southern Electricity and will lead a small and busy litigation team. The work is varied and interesting and the successful candidate will need to have a practical approach based on a sound understanding of the law.

CONVEYANCING SOLICITOR

We are seeking a Solicitor with commercial/conveyancing experience and leadership qualities to head the Conveyancing Team. The work ranges over a large quantity of transactions including some of considerable quality.

COMMERCIAL SOLICITOR

This is a new post. Ideally the successful candidate will have an interest in and experience of consumers affairs. In addition to the main work of supplying electricity, Southern Electricity has considerable contracting/retailing business, so that there is a great opportunity for a wide range of legal services and advice.

Benefits include assistance with relocation expenses; a minimum of 25 days holiday per year plus public and other holidays; staff restaurant; an active Sports and Social Club and staff purchase arrangements.

More information can be obtained by telephoning Derek Morris, Southern Electricity's Solicitor on 0622-82-2155 ext. 333. Applications must be made on standard application forms (no CVs) obtainable from Mrs Pamela Polak ext. 407 and returned to her at Southern Electricity House, Littlewick Green, Maidenhead, Berks. SL6 3QB quoting 22/87 but not later than July 3, 1987.

Southern Electricity is an Equal Opportunity Employer and all applicants are considered on the basis of their suitability for the job irrespective of race, creed, sex or marital status.

southern electricity

MAPLES and CALDER
CAYMAN ISLANDS

We are a well-established and fast expanding firm of attorneys-at-law based in the Cayman Islands.

We are looking for a barrister to join our litigation department which handles commercial litigation for our offshore banking, insurance and corporate clients almost all of which involves international considerations.

The successful applicant will—

be highly motivated and looking to receive the rewards of hard and interesting work;

have a good honours degree;

probably have three to five years relevant post qualification experience in established London Chambers.

The starting salary will be in the region of £40,000 per annum, commensurate with ability and experience.

There are no personal taxes in the Cayman Islands and living conditions are very attractive.

The Cayman Islands have a fused legal profession and the long term prospects are excellent. Interviews will be held in London. Please write by air mail, with your curriculum vitae, to:

Maples and Calder (Ref. at)
Cayman International Trust Building,
P.O. Box 309,
Grand Cayman
Cayman Islands,
British West Indies.

Commercial Lawyer

British Coal require an able young lawyer, preferably with two or three years' post-qualifying experience, to join the Commercial Branch of their Headquarters Legal Department.

The workload is both challenging and extremely varied, covering a wide range of company and commercial law, competition law, including European Community law, taxation and marketing matters. Additionally, Commercial Branch handles all legal work for British Coal Enterprise, the job creation subsidiary of British Coal, and venture capital investments for British Coal's Pension Funds.

An attractive starting salary is offered according to age and experience, together with benefits associated with working for a large organisation.

Please write, enclosing full CV, to:-

British
COAL

Ronald V. Cowles, Legal Adviser,
British Coal Corporation, Hobart House,
Grosvenor Place, London SW1X 7AE.

WILDE
SAPTE

Young Lawyers

Over the last decade we have built substantially upon our long history of practice in the City. We are constantly developing our traditional strength in banking and finance and pursuing expansion into other significant areas of commercial practice. We seek young lawyers qualifying this Autumn to join our existing teams in the following Departments:

COMMERCIAL LITIGATION,
PROPERTY,
COMPANY AND COMMERCIAL
AND TAX.

A sound academic background is important, but we look particularly for candidates who can demonstrate to us that they will be able to respond to the pressures of modern practice with real drive and enthusiasm. Previous City experience, while useful, is by no means essential.

Salaries and prospects are competitive and our style is friendly and informal.

Please write with full curriculum vitae (indicating which Department you are particularly interested in) to:

Malcolm Glover,
Wilde Sapte,
Queensbridge House,
60 Upper Thames Street,
London,
EC4V 3BD.

ROYAL LONDON
INSURANCE

Solicitor

Up to £19,500 p.a.
(under review)

We are looking for a Solicitor to join our expanding Legal Department located at our modern headquarters in Colchester.

The work will be concerned principally with quality commercial conveyancing and lease work. The ideal candidate will have had at least one year's post-qualification experience in this field, although consideration will be given to an ambitious newly qualified solicitor with a commercial background.

The position offers individual responsibility and challenge coupled with excellent prospects for further career development.

Salary will be on a scale from £15,000—£19,500 depending on experience. In addition, generous fringe benefits are offered including a non-contributory pension scheme, concessionary mortgage, and first-class sporting and leisure facilities. Relocation assistance will be provided if appropriate.

To apply, please write with full details of qualifications, experience and present salary to: C. G. Cummings, Solicitor, The Royal London Mutual Insurance Society Limited, Royal London House, Middleborough, Colchester, Essex, CO1 1RA, marked "Private and Confidential, Ref. BES".

A RARE
OPPORTUNITY

is offered for a
NON-CONTENTIOUS SOLICITOR
to practise in the
CITY OF SALISBURY, WILTS

The right young solicitor can tailor this post to his or her abilities, on a solid base of existing domestic Conveyancing work

We offer a good salary, and prospects, and the area offers the bonus of a high quality of life.

Write to the Senior Partner with a C.V.

BATT, BROADBENT & BEECROFT
MINSTER CHAMBERS
42/44 CASTLE STREET
SALISBURY
WILTS

With details of what you have to offer.



Eagle Star

JEFFREY
GREEN &
RUSSELL
SOLICITORS

As a ten partner Mayfair Firm we offer an environment of challenge and opportunity for commercially-minded lawyers who wish to participate in the continuing dynamic growth of this Practice. The firm is dedicated primarily to the entrepreneurial business community, but has growing links with the institutions.

This is no law factory; the role of the individual is highly regarded and initiative is encouraged. In the context of the team-work now required to provide comprehensive advice to commercial clients.

We are currently looking for:-

A Commercial Property Solicitor

The Property Department is very active in all areas of property work, but with special emphasis on property development and funding. The applicant should have Central London or like experience, of between one and three years, together with the ambition and ability to reach Partnership level.

Prospects are excellent, and a surprisingly high salary will be paid.

Please apply to Jonathan Hoggett, enclosing your C.V., or alternatively please telephone for a copy of our Career Guide, in confidence.

Apollo House, 56 New Bond Street, London W1Y 9DG.
Telephone 01-499 7020

SWINDON
LITIGATION SOLICITOR

Ambitious, energetic Litigation Solicitor with first-class experience required by expanding firm in fast growing town set in glorious countryside. Above average salary and early partnership prospects. All applications treated in the strictest confidence.

Please write to J P D Hooley,
John Hooley and Company,
179 Victoria Road,
Swindon SN1 3DF.

Intellectual
Property

We are looking for lawyers to join our Intellectual Property and High Technology Group which deals with a broad range of tasks in the patent, industrial copyright, trade mark, passing-off and computer fields and many other related areas.

The work is a mixture of litigious and commercial matters and much of it has an international element; energy and enthusiasm are required together with the desire and ability to accept growing responsibility.

Applicants may be solicitors or barristers with up to 4 years' experience. Those still undergoing the qualification process will also be considered.

Salary and benefits will reflect the high qualities we require.

Please apply to Hilton Wallace enclosing full details of your career to date.

Lovell, White & King
21 Holborn Viaduct, London EC1A 2DY.

LWK

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REQUIRE REGIONAL SALES EXECUTIVES
CIRCA £25K +

YOU may be a recent law graduate, legal executive or a disillusioned practitioner tired of routine but would like to stay in a law related environment and would rise to the challenge of a career move.

WE market a computerised research and information service for Lawyers. We are highly successful and about to expand rapidly. We want to hear from you if you are eager for a challenge and recognise the opportunities open to you in joining a growing company.

For further details telephone (0272) 624065 or write to: Lawtel, 221 Goodfield Road, Westbury-on-Trym, Bristol

ASA LAW LOCUMS
LOCUMS

Locum Solicitors and Legal Execs urgently needed in all areas, in all disciplines. High earnings and travel and accommodation costs.

01-404 4741

ASA LAW, the Locum Specialists

01-481 4481

LEGAL APPOINTMENTS

01-481 4481

Newly qualified? Qualifying shortly? In the right firm? Not convinced that you are in the right place for your ability and hard work to be recognised? If you want your training to continue and prefer to make a gradual transition to specialisation, then Titmuss Sainer & Webb will interest you.

Our rapid growth and excellent prospects are based on the development of specialist services. But our departmental structure leaves you with the choice of how and when to choose your specialisation within the main disciplines of

Company, Property, Litigation and Private Client work.

At Titmuss Sainer & Webb younger lawyers are able to select, either now or later, further training in one of our teams in the following fields:

- Mergers and acquisitions
- Corporate taxation
- Property development
- Employment
- Intellectual Property Litigation

If you are the right person, your key qualities will be ability, enthusiasm, a capacity to maintain the highest standards under pressure, and ambition.

These qualities are likely to flourish in the stimulating and friendly atmosphere at Titmuss Sainer & Webb.

Competitive salaries and comprehensive benefits are offered.

Interested? Please contact Dick Russell.

Titmuss Sainer & Webb

2 Serjeants' Inn, London EC4Y 1LT Tel: 01-353 5242

Young
Lawyers
at

FINANCIAL SERVICES LAWYER

Salary £14,000 to £19,000 dependent upon experience

A Solicitor or Barrister is required by the rapidly developing Legal Department of a major Life Assurance company located in York.

Practical experience of life assurance law, taxation and trusts would be an advantage although newly qualified applicants would be considered.

This is a challenging opportunity for a commercially minded lawyer able to contribute effectively in a fast-changing environment. An attractive range of fringe benefits are on offer in addition to salary.

General

Accident

Life Assurance

C.V. giving full details of education, experience, present salary and date available to:

R.J. WELSMAN
HEAD OFFICE MANAGER
GENERAL ACCIDENT LIFE ASSURANCE LTD.
2 ROUGIER STREET, YORK YO1 1HR

Partnership Prospects COMPANY & COMMERCIAL

Maidstone - c£25,000 + car

Our client, Argles & Court, is a substantial practice and covers the full range of company and commercial work including work considered the 'preserve of the City'. The client base includes:

- Banks
- Property developers
- Finance companies
- A newspaper
- Public companies
- Major estate agents
- An historic trust
- Substantial private & professional clients including firms of accountants
- A government agency
- Large wholesalers/retailers
- Manufacturing organisations
- Football Clubs
- A high tech USM company

The firm can offer the opportunity to work on a wide variety of company and commercial work including: The buying and selling of companies, businesses, shares and assets; the setting up of companies and partnerships, joint ventures, group reconstructions, franchise agreements; patents, corporate finance, employee share schemes, options and other profit-sharing arrangements plus some international work.

Benefits include relocation assistance, a car, private medical & pension schemes and good partnership prospects. For further details please contact Robert Thornhill on 01-626 9491.

**Richard
Owen &
Harper**

Recruitment
Consultants
9 Eastcheap
London EC3
01-626 9491

**Argles
Court**
SOLICITORS

LEGAL ADVISER Head of the Legal Department of a major international Bank.

Not less than £30K + car

City

Crédit Lyonnais is a leading international bank with a significant and growing presence in the UK. Our services to corporate, institutional and private clients span a wide range of commercial and merchant banking activities.

As part of our UK management team, the Legal Adviser is involved in all aspects of our business, working in particular with the lending, commercial and financial sectors. In this role you will work closely with our Commercial Managers and the ability to communicate clearly and effectively is therefore essential. No less important are good interpersonal skills in handling relationships at all levels. Furthermore, you must be familiar with working in a commercial environment and have a practical approach to the solution of complex banking problems.

The ideal candidate is probably currently working in the banking or finance department of a large City firm of solicitors, or in the Legal Department of an international bank. He or she will have a good honours degree and will have been qualified between three and five years as a lawyer. Although relevant banking experience is essential, candidates with less or more experience than indicated should not be discouraged from applying.

Knowledge of French would be an added advantage.

Total compensation will depend upon age and experience but will not be less than £30,000 pa plus car and the benefits usually associated with a major bank.

If you are interested in this challenging role please write with details of your experience to:

Alan Beazley, Personnel Manager,
Crédit Lyonnais, P.O. Box 81,
84-94 Queen Victoria Street,
London EC4P 4LX.



CREDIT LYONNAIS

LAWFORD & CO

In our Personal Injury Department acting for plaintiffs we require legal executives and recently qualified solicitors for whom relevant experience in articles would be an advantage. Remuneration package negotiable.

Please write with CV to

W.S. Stapleton, 15 Devereux Court,
Strand, London WC2R 3JJ
Tel: 01-353 5099.

In our Conveyancing Department we require a recently qualified solicitor for domestic and light commercial conveyancing. Remuneration again negotiable.

Please write with CV to

G. Meyrick, 15 Devereux Court,
Strand, London WC2R 3JJ
Tel: 01-353 5099

We also require an Office Manager who will oversee the daily running of the firm.

Please write with CV to

G. Meyrick, as above.

Meredith Scott

BANKING to c.£45,000
Respected medium sized EC2 practice needs solicitors preferably City trained and with up to 5 years post qualified experience in this field.
COMMERCIAL PROPERTY to c.£35,000
Major City practice requires a young solicitor with ideally up to 4 years post qualified experience in this area of work.
PENSIONS to c.£35,000
This recognised Central London practice requires 2 lawyers with at least 18 months related post qualification experience to join their expanding department.
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High calibre individual with at least 1 years related experience required by this medium sized firm with a strong reputation in this specialisation.
1987 QUALIFIERS to c.£16,000

Intellectual Property with a leading law practice.
Company/Commercial for respected major EC2 firm.
Commercial Conveyancing for thriving medium sized EC4 practice.
Commercial Litigation for highly regarded EC2 firm.
Private Client work for established Central London practice.

For further details concerning these and other opportunities in private practice in London and the Provinces, please contact:

01-583 0055
Meredith Scott Recruitment,
17 Fleet Street, EC4Y 1AA
01-541 3897 (after office hours)

COMMERCIAL CONVEYANCER

We are looking for a commercial conveyancer with up to two years' post admission experience to work on a variety of stimulating and rewarding work. Salary to 18K.

Write with CV, or call
Staff Partner
North & Co
18 Henrietta Street
WC2E 8HX
01 831 1031

VIVASH HUNT

requires Litigation Solicitor for their Worcester Park office to take over running of Litigation Department due to retirement of present Litigation Manager in September 1987. Advocacy experience an advantage. Definite partnership prospects for suitable applicant.

Please send CV to:
Mr Bains at
19/21 Central Road,
Worcester Park
or Tel: 01-580 1961

WALLASEY MERSEYSIDE

WE REQUIRE - A solicitor for our litigation department with bias towards personal injury, matrimonial and crime. Must be enthusiastic, energetic, ambitious with a down to earth approach.

WE OFFER - above average salary, including a car and excellent prospects in pleasant working environment.

Apply: R.J. Partridge,
Somerfield & Partridge,
36 Wallasey Road,
Wallasey, Merseyside.

WILFORD, SMITH & CO.

ROTHERHAM

Have a vacancy for a solicitor to supervise their Branch Office.

Partnership prospects for suitable applicant.

Mr S.F. Wilford
(0709) 361022

SIMS COOK TEAGUE

SOLICITORS - BRISTOL

Are looking for solicitors to fill the following vacancies:-

A. GENERAL PRACTITIONER
2/3 years experience to manage branch office

B. CONVEYANCER
To specialise in busy residential conveyancing department (commercial, probate and agricultural work available if desired)

TOP SALARY

will be paid to right applicants

Please write to or telephone:-

Gavin Teague,
3, All Saints Court,
Bristol BS1 1JN
Tel: 0272 297749

COUNSEL FOR BRISTOL

Guildhall Chambers (JAMES BLACK Q.C.) will welcome applications for a tenancy from able juniors of between 7 and 15 years call for Civil and Criminal work.

Telephone in confidence:

Clive Hurrell (senior clerk)
0272 273366 or after 7pm 0272 645426

International Chartered Accountants

Private Client Services

This leading firm of accountants seeks additional high calibre solicitors to join its substantial and fast expanding private client department.

The ideal candidates will have a minimum of 2 years' post qualification experience including estate planning and personal taxation.

This is an excellent opportunity to join a highly successful, progressive firm. A generous salary package will be offered, including a company car at managerial level.

For further information, please telephone Steven Grubb on 01-831 2000 or write to him at The Legal Division, Michael Page Partnership, 39-41 Parker Street, London WC2B 5LH. Strictest confidentiality assured.



Michael Page Partnership

International Recruitment Consultants
London Windsor Bristol St Albans Birmingham Nottingham Manchester Leeds Glasgow & Worldwide
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SENIOR LITIGATION
SOLICITORS

Central London firm requires litigation solicitors of at least 3 years post qualification experience to take on an interesting and varied caseload. No criminal work involved, the accent being on commercial and matrimonial matters. Applications considered from lawyers with specialist experience in either area or in general civil litigation. Excellent salary and working conditions.

COMMERCIAL
PROPERTY

There are vacancies within this successful London firm for Commercial Conveyancers of 1-3 years PQE. Applications are also invited from autumn qualifiers with some experience in property management, development and planning.

SOLICITORS QUALIFYING IN 1987?
BARRISTERS WISHING TO
RE-QUALIFY?

We can offer advice and some of the most rewarding career opportunities in London and the Provinces.

For further details please contact ANN GROTH on 01-831 2288 (days) or 01-352 0747 (eves & w/ends) or write with full CV to: Gabriel Duffy Consultancy, Legal Division, 31 Southampton Row, London WC1B 5HL.

LAWRENCE JONES CITY

We have an immediate vacancy for a young SOLICITOR to undertake GENERAL CONVEYANCING work some COMMERCIAL work.

The successful applicant should have a good academic background with up to FOUR YEARS' relevant experience following qualification. The applicant will form part of a young team and must be a demanding role and work under own initiative. We are offering excellent PROSPECTS with highly COMPETITIVE salary with fringe benefits.

Please apply with full CV to:
Partnership Secretary,
Lawrence Jones, 18 Eastcheap,
London EC3M 1JL.

EPSOM CONVEYANCING

Expanding firm requires a Solicitor for all types of conveyancing, including both domestic and commercial, and, in particular, building work. The successful applicant would preferably, but not necessarily, have some post-admission experience. Top salary according to experience.

Very pleasant offices.
Apply with CV to:
Mr B M Caporn,
Bovell & Co.,
18 Church Street, Epsom
Surrey KT17 4JQ.

CONVEYANCER

Medium-sized City Practice, formerly Old Bailey, require Solicitor for Institutional Mortgage Finance work. Strong personality essential. Good salary. Congenial office atmosphere.
Reply to BOX L24.

BARRISTERS' CHAMBERS

Preston Barristers' Chambers require ambitious Deputy Clerk, preferably with 6 "O" levels (including English & Mathematics).

Please apply in writing to:

Mr Keith S. Thomas,
14 Winckley Square,
Preston, PR1 3JJ.

01-481 4481

LEGAL APPOINTMENTS

01-481 4481

Legal Systems Experience?

We don't need to tell you that Information Technology systems are becoming a vital part of every legal firm's resources. We do however, need to convince you that your knowledge of the legal profession is a highly prized commodity which you could be using in the fast-moving and lucrative business of selling computers.

As one of the world's leading high-tech multinationals, our client is a strong contender for supremacy in providing advanced information systems to businesses in all commercial, financial and industrial markets. To further strengthen its position in the legal sector, the company

wants to recruit a small number of Lawyers to train as Sales Executives. You won't need any previous selling experience, just a professional attitude, strong interactive skills and the energy and ambition to succeed in competitive markets.

After full sales and product training, you will not only be uniquely qualified to sell into large legal establishments, but you'll also have the advantage of selling superior and sought-after technology.

The career opportunities in this progressive and market-led operation are excellent. High salaries are supported by a company car and generous large-company benefits.

If you've never thought about

selling, think about it now.

Please send full career details which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.)

Ref: J8078/TL, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

PA
PA Advertising

Lawyers: Attracted by the City?

As a high calibre solicitor or barrister you may be tempted by the attractions of a dynamic City practice, but you are just too busy to review your options.

Rather than making extravagant claims about Cameron Markby's growth and reputation, perhaps we could help by asking some pertinent questions:

- ☐ Are you achieving your career ambitions?
- ☐ Will your future work have substantial intellectual challenge, quality and scope?
- ☐ Are you being adequately rewarded?

Tempted? If so, write to me with a Curriculum Vitae or phone me up to 8.00 p.m. today for an informal discussion: Roy Lecky-Thompson, Personnel Director, Cameron Markby, Moor House, London Wall, London EC2Y 5HE. Tel: 01-638 4090.

CAMERON MARKBY

COMPANY LAWYER

A key role based in South Wales

Here's an opportunity for an ambitious lawyer to make an immediate and important contribution in an exciting, new environment with a successful and progressive company. We've been a leading force in our field for over 50 years and now we're making moves to meet the challenges of the future - including the strategic relocation of our headquarters operation to Merthyr Tydfil.

Join us here as Company Lawyer and, reporting to the Director of Administration, you'll have full responsibility for providing a comprehensive legal service to our UK operation.

Your duties will include the preparation of and assistance in the negotiation of commercial contracts relating to purchasing, licensing arrangements, joint research projects and property transactions. You will also advise in any litigation and such matters as patents, trademark, copyright, trade descriptions, industrial relations and customer claims, providing assistance to the London based Company Secretary as necessary.

Probably aged 28-35, you should be fully qualified and have 2-3 years' experience gained in commercial practice, backed by a suitable academic record.

Remuneration will fully reflect the high calibre of the individual we seek and the demands of the role. In addition, a car will be provided and relocation assistance will be given if appropriate.

Please telephone for an application form, or write with full cv to: L.G. McKellar, Personnel Manager, HQ and Field, Hoover plc, Dragon Parc, Abercrombie, Merthyr Tydfil, Mid-Glamorgan. Telephone (0685) 721000.

HOOVER
Taking on tomorrow

PAISNER & CO

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Don't Forget Me to lead the way

By Mandarino
(Michael Phillips)

After Greville Starkey had won the Poule d'Essai des Poulains (French 2,000 Guineas) on Soviet Star at Longchamp last month, he ventured the bold opinion that it was a better class of race than our equivalent classic, now eight days earlier at Newmarket by Don't Forget Me.

Starkey had ridden in the Newmarket classic, albeit with a rear view on Jolly Generation, who finished ninth.

In the heat of the moment in Paris, Starkey also compared Soviet Star favourably with Dancing Brave. Now aged 47, Starkey is the senior regular member of the weighing room so his views are always respected.

Even in the euphoria which follows winning a classic, his Longchamp remarks must be taken seriously and will add spice to the St James's Palace

Stakes at Royal Ascot this afternoon which marks the first encounter between Don't Forget Me and Soviet Star, the principals involved in the argument.

Since they won their classics they have had differing experiences. Don't Forget Me went on to win the Irish 2,000 Guineas and Soviet Star was beaten over nine furlongs on soft ground by Risk Me when the going favoured the English challenger who, I must add, finished behind Don't Forget Me at Newmarket.

By any standards, Soviet Star is clearly a decent colt. But now that he is racing away from home for the first time, and by all accounts he is quite highly strung, I believe that the overall circumstances favour Don't Forget Me, who may well make all the running in the hands of Pat Eddery. Richard Hannon's colt is one of those admirable characters who does not know when he is beat.

The Old Mile at Ascot, with its uphill pull to the right-handed bend which leads into the comparatively short straight, should suit his style of racing down to the ground.

A deluge before racing will help Risk Me, who now appears to be a soft-ground specialist, but Half A Year's form does not look quite good enough as this exalted level, promising colt that he is.

His trainer Luca Cumani and jockey Ray Cochrane would seem to have a much better chance of winning the Queen Anne Stakes with Then Again who is my nap, following that impressive victory in the Lockinge Stakes at Newbury.

Opposing one so talented as Soviet Star is a calculated risk. However, as she has not raced this year there is no knowing whether she has trained on whereas Then Again certainly looked better than ever at Newbury.

have a sporting chance of winning the King Edward VII Stakes with Media Starguest, who seems to be going from strength to strength.

Legal Bid, Gulf King and Love The Groom all ran in the Derby, only 13 days ago, and it often pays to disregard high fliers so soon after a classic confrontation.

So I will be looking to the Chester Vase winner Dry Dock and Shantarum to provide Media Starguest with his sternest test to date.

Following that impressive victory in the Brigadier Gerard Stakes at Sandown Park, Miteto oow looks capable of capturing the Prince of Wales's Stakes for Alec Stewart and his South African jockey Michael Roberts.

Research shows that those born in the early part of the spring, and by that I mean before the beginning of April, have by far and away the best record in the Coventry Stakes.

Today, Digamist, Grand Tier, Great Chaddington, Savahra Sound, Sherjan, Ship Of Fools and Time Share all come into that category.

Grand Tier, from Henry Cecil's all-conquering stable, is preferred. He made a pleasing debut at Doncaster where he won his division in a faster time than Always Fair, another fancied Newmarket-trained candidate.

Finally, Rikki Tavi is expected to make a bold bid to win the Ascot Stakes a second time in a row now that Barry Hills's horses at Manton are running well again after a brief hiccup caused by coughing.

By sheer coincidence, Trelawny was the last horse to win this marathon twice and he, too, was trained at Manton.

ROYAL ASCOT

By Mandarino

Selections

2.30 THEN AGAIN (nap).
3.05 Miteto.
3.45 Don't Forget Me.
4.20 Grand Tier.
4.55 Media Starguest.
5.30 Rikki Tavi.

By Our Newmarket Correspondent

2.30 Then Again.
3.05 Miteto.
3.45 Half A Year.
4.20 ALWAYS FAIR (nap).
4.55 Legal Bid.
5.30 —

By Michael Seely

2.30 THEN AGAIN (nap). 4.20 Always Fair. 5.30 Inlander.

Going: good

2.30 QUEEN ANNE STAKES (Group II; 242,912; 1m) (6 runners)

101 (6) 0210-44 TELEPROMPTER 32 (J. J. O'Brien) J. Wootton 4-5-5 W R Swinburn 56
102 (11) 1111-18 SONIC LADY 27 (J. J. O'Brien) J. Wootton 4-5-5 W R Swinburn 56
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